



## CAREER PLANNING EDUCATION FOR NABILAH BATAM ISLAMIC HIGH SCHOOL STUDENTS

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### *Abstract*

*Career planning for students is essential to develop in support of the desired goals. Therefore, students are expected to have a career plan according to their talents, interests, level of intelligence, and life values to make it easier for students to plan a career. This study aims to improve career planning skills for high school students (SMA). In this activity, several methods were used, including the lecture method, the discussion, and planning method, the question and answer method, and the evaluation method. The results of this service indicate that 62 students generally show an increase in knowledge about self-understanding, self-preparation, introduction to the world of work, and future planning.*

**Keywords:** Career Planning Education, High School Students, Education

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## INTRODUCTION

SMA (High School) is one of the formal secondary education institutions. After graduating from high school, students are expected to be able to continue to higher education (college) or enter the world of work with the skills they have. Education has a vital role in the life of a nation; whether or not a government is progressing is influenced by the quality of education itself (Thoharudin et al., Mustika et al., 2022)

According to Hurlock (Fathonah, 2019), based on the age of high school students, including teenagers between the ages of 13-18 years. At that age, teenagers begin to think and hope about future career development, academically and in an excellent job in a career, they can make proud for the future.

School career planning can help people better recognize and understand their talents and interests. Every individual, including high school students, can plan a career needs to be possessed. Talking about students in planning careers related to a job, many of them plan to make decisions without consideration because of the individual's ignorance, for example, abilities, talents, interests, work situations, work environment, and rewards that will have. A good job requires education in career planning and good skills so that later students are not confused about the direction of their career (Musrifah in )Ghassani et al., 2020).

Two factors cause a person to work out of sync with his educational background, namely external and internal factors. The first external factor is caused by the number of companies that open job vacancies regardless of the applicant's academic specialization.

Second, the comparison of the availability of synchronous jobs with the number of graduates is still too small. As a result, individuals must compete tightly. Internal factors found in the individual are errors in determining majors during high school and when entering college. Lack of understanding of self-potential, interests, and talents leads to guidance in choosing majors during high school.

Educating students to become fully human requires the role and support of all parties. In addition to the central family, schools have a strategic and essential role in guiding students to plan their future careers. In their late teens, students at the high school level must be able to determine the direction of career decision-making and decide on the right career decision-making strategy. Every student with a high school education must have two choices, (1) the choice to continue his studies and (2) the choice of what job he will choose after graduating from school. Therefore, it is important to understand everyone's early career planning (Fadlilah in J et al., 2021).

Based on this background, the servant conducts career planning education for high school students early in the hope of overcoming the existing problems. The main objective of this activity is to clear and fact-based education about the world of work to high school students to get an overview of the maximum career direction for them in the future.

## **IMPLEMENTATION METHOD**

This educational activity was held at the Ibnu Sina Hall in Batam on Wednesday, March 30, 2022, from 08.30 to 14.00 WIT. The participants of the exercise were 62 participants, namely class XII students of SMA Islam Nabilah Batam. In implementing community service activities with the theme of career planning education for students of SMA Islam Nabilah Batam, the team conducted field observations before the exercise. The action is carried out after an agreement with the school to be a partner in implementing this activity. That's why Batam's Ibnu Sina Hall was chosen as the location for the event.

This activity is carried out in several stages. First, for the implementation stage, according to Figure 1.

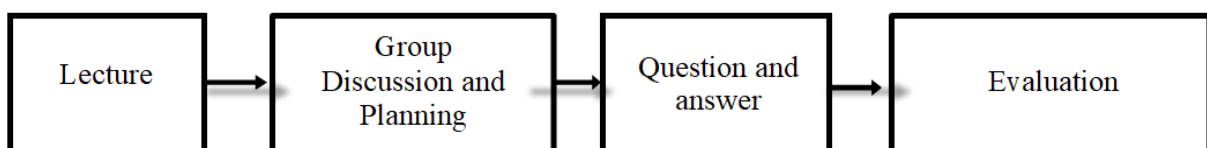


Figure 1 The Flow of the Education Implementation Stage

1. **Lecture Stage:** in the lecture method, the implementing team conveys concepts about careers, career introduction, the importance of early career planning, career planning stages, and information on the world of work.
2. **Group Discussion and Planning Stage:** in this activity, group discussions are carried out in the form of assistance in the preparation of career plans, including strengthening self-understanding, strengthening career orientation and information, strengthening self-development for decision making, choosing careers that are following their potential, direction, and information about the world work, orientation, and information on higher education, especially pursuing the profession to be developed.
3. **Question-and-answer stage:** this stage is a question-and-answer stage where students may ask about anything related to the material, and the resource person can provide answers to these questions. It is helpful so that students can better understand the material presented in full.
4. **Evaluation Stage:** this stage is divided into two phases, *pre-test* and *post-test*. First, a *pre-test* was conducted before the training started to see how much students understood about careers. Second, *the post-test* was conducted after training and mentoring in developing a career map. From the results of the pre-test and post-test questionnaires, it can be seen the percentage level of students' understanding of their career planning.

The education schedule for the implementation of community service is as follows:

Table 1 Education Schedule for Community Service Implementation

No	Time	Theory
1	08.30 - 09.00	Participant Registration
2	09.00 - 10.00	Material I Overview of education and career
3	10.00 - 11.00	Material II Career planning app
4	11.00 - 12.00	Discussion, preparation of career plans, and making career maps
5	12.00 - 13.00	Ishoma
6	13.00 - 14.00	Discussion and Q&A
7	14.00 - 14.10	Documentation
8	14.10 - 14.15	Closing

## IMPLEMENTATION AND DISCUSSION

Career planning is a skill that students need to have from an early age. Through career planning, students become more focused on making steps towards the desired goals. However, based on initial observations, students' understanding of career planning is still very narrow and small. The servant sees that students only say what they will do about their careers after completing compulsory education at this early stage.

The results achieved in community service activities with 62 participants who attended and followed the course of the event were education and understanding for class XII students about future career planning.



Figure 2 Class XII students of SMA Islam Nabilah Batam

This planning activity is carried out carefully so that the achievable targets can be realized quickly and accurately (Rabiudin et al., 2022). Furthermore, participants actively participated in this activity, as evidenced by the enthusiasm of the participants by following this event to completion.



Figure 3 Submission of Material by Resource Person

The presenters delivered material related to explanations about past professional choices, which included; police, soldiers, pilots, nurses, nurses, teachers, doctors, and so on are deeply embedded in our minds but very limited and often put too much emphasis on academic values. This limitation sometimes becomes a mental block for students who have low grades, so they become discouraged from being able to reach these professions and are confused about where their careers will go.

However, nowadays, there are many kinds of jobs in the informal sector. The informal sector does not require special education in the process, or some informal sectors are now officially included in the curriculum of a study program at a university. The choice of professions that emerged included; designer, music composer, racer, chef/cook, writer, illustrator, fashion stylist, digital marketing, video maker, and so on.



Figure 4 Submission of Material Regarding the Importance of Education and Work

The following material is about careers and career planning. Careers and jobs are defined differently. Jobs are everything we get from companies, and employment is our own. That is, a work activity carried out by a person to get a reward from a company. At the same time, a career is a dream, aspiration, and ambition pursued wholeheartedly for a long time or throughout his life. Often someone with an established career will pour all his ideas into an effort to pursue a field. As a result, he will always feel comfortable and enjoy every step of his career development.

Career planning stages include preparing vision and mission, self-assessment, preparation of career plans, making career maps, and implementing career plans and assessments. First, develop a vision and mission. A vision is often seen as a picture of the future. A vision is a goal, a dream that a person wants to achieve in the future. A person who has a purpose in life and strives to achieve it is a person who knows the direction of his life goal. Second, evaluate yourself. Self-assessment analyzes one's skills, interests, values, and

attributes. SWOT analysis and strategic steps to identify individual strengths, weaknesses, opportunities, and threats to self-help individuals find and organize what they need to explore the world of work. Third, explore career options. After the individual has assessed himself, he will study a career that is suitable for him.

Make sure you're up to date on the latest trends and opportunities in the job market. Third, consider the physical, intellectual, and emotional consequences of various employment options and how they might affect a person's well-being before deciding on a career path. Fourth, build a career plan, namely choosing the desired career choice but still following what we want. Fifth, create a career map. Projects that are specific, quantifiable, feasible, practical, and time-bound projects should be considered when drawing up a career map. Sixth, implementing a career plan. In implementing individual career plans, it is also necessary to pay attention to suggestions from parents and teachers, look at the level of education, review and develop skills, and be disciplined. Lastly, do an evaluation. The evaluation aims to examine the career planning that we have done.

Next was a question and answer session, and each participant was invited to ask anything related to the material planned for a career. All participant questions were responded to well by the resource persons. The sustainability of the direction of activities in this program is focused on so that all high school students do not experience doubts in choosing a future career. Therefore, it is necessary to intervene from internal parties, namely students' parents. External parties, namely the school, sustainably and continuously provide career guidance programs by mentoring teachers and counseling to improve students' career planning which should be started as early as possible from class X so that students can be more focused on determining future majors and career choices.

## **CONCLUSION**

Based on the results of community service activities for class XII students of SMA Islam Nabilah Batam, it can conclude that the participants' knowledge of understanding, self-preparation, introduction to the world of work, and future planning has increased. Moreover, with this career planning education, students are also expected to be able to achieve the desired career achievements according to their desires and expertise. Therefore, problems about indecision, job mismatches that result in low career achievement, and unemployment can be addressed as early as possible to create economic progress.

Suggestions for further community service activities are holding ongoing activities

about career development. Participants are expected to apply the knowledge that has been conveyed.

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