



CAREER GUIDANCE INNOVATION FOR CADETS AT MAKASSAR AVIATION POLYTECHNIC

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Abstract. This research aims to present a diversified Career Path Progression (CPP) model that enhances the competence of Makassar Aviation Polytechnic students by helping them recognize their own abilities. The diversified self-assessment model includes various indicators applied to students. Makassar Aviation Polytechnic students require work experience, English proficiency, computer skills, and other soft skills to excel in the workforce, beyond their academic degrees. However, the institution has not optimally provided these skills, such as computer training, English proficiency, academic writing, and job interview processes, which are essential for the job market. Consequently, the career center's role at Makassar Aviation Polytechnic is crucial for offering additional training to prepare students for the workforce. This research addresses the shortcomings of existing CPP models, such as the absence of talent mapping to identify actual talents and competencies. The new CPP model, detailed comprehensively in the research framework, includes stages like problem identification, model design, pilot testing, revision, and operational trials. The study's results indicate that the CPP model positively affects the career maturity of cadets at Makassar Aviation Polytechnic, measured through attitudes and competencies. Alumni with better understanding and skills in these areas tend to have more job opportunities.

Keywords : Career Guidance; Career Path Progression; Competencies

A.INTRODUCTION

The issue of alumni absorption in the workforce has always been a hot topic in the discussions among academics in higher education institutions. This problem is closely related to the increasing trend of open unemployment data originating from universities nationally. The current number of open unemployment originating from universities has reached 999,543 people (Indonesia, 2020), or 0.37 percent of Indonesia's total population, which currently stands at 272 million. This



data should still be below the number of open unemployment originating from high school education, which reaches 2.3 million for high school graduates and 2.1 million for junior high school graduates. The latest data indicates a tendency for an increase in the number of open unemployment originating from universities.

This issue is certainly a warning for the sustainability of education in higher education institutions. This situation has sparked a number of questions and doubts from the public regarding the curriculum system applied in higher education, whether it is adaptive to the strategic environmental developments based on Industry 4.0, or still using the old curriculum. Meanwhile, the central government, which is at the forefront of developing the higher education learning system, has a major responsibility to promote the quality of alumni who are more competitive and needed in society. Thus, the synchronization between the higher education curriculum and the needs of the workforce in the industrial world is absolutely necessary to safeguard the fate of the younger generation in the future.

The government's efforts to realize a more competitive quality of higher education alumni have been carried out through the habituation of accreditation instruments based on output and outcomes. These instruments demand that higher education institutions be more open and accommodating to environmental changes (P et al., 2020). This openness is manifested in the form of cooperation between higher education institutions, the government, and the industrial world. The concrete implementation of this concept has been embodied in a policy called "Merdeka Belajar-Kampus Merdeka" (MBKM) initiated by the Ministry of Education and Culture (Kemendikbud & Tohir, 2020). This idea has then been applied in the revision of the curriculum carried out by higher education institutions massively down to the level of study programs to adapt to the 8 (eight) types of activities in the MBKM. The same situation is being experienced by the Makassar Aviation Polytechnic (Poltekbang) at present. As a vocational campus under the auspices of the Ministry of Transportation, the absorption of alumni into the workforce should no longer be a matter of doubt and debate at this campus. Especially since this campus is a government campus under the Ministry of Transportation that has connections in the field of transportation, such as airports or commercial airlines both domestically and internationally. However, in reality, the percentage of alumni absorbed into the workforce in the last 6 (six) years has continued to experience a significant decline.

The number of Makassar Aviation Polytechnic alumni absorbed into the workforce has continued to experience a very significant decline in the last 3 (three) years. The data presented in the table above shows that during the period from 2018 to 2022, the absorption of Makassar Aviation Polytechnic alumni has experienced a very drastic decrease, with the figure reaching 62 percent or a total of 114 students who were not absorbed into the workforce out of a total of 182 people who completed their education in 2020. In addition to the impact of the COVID-19



pandemic that has affected the country since late 2019, the demand for labor from the industrial world has decreased quite drastically. However, the economic recovery carried out by the government, leading to a resurgence of economic activities, should be a note for stakeholders at the Makassar Aviation Polytechnic to improve and prepare their prospective alumni to face competition in the workforce.

B.METHOD

This research uses the research and development (R&D) method with a quantitative descriptive approach, which uses statistical analysis to answer the formulation of problems about the effectiveness of career counselling and psychosocial mentoring activities. The results of this study also used research instruments in the form of psychological tests and questionnaires to measure the effectiveness of these activities.

The results show that study programmes that have a higher number of alumni in 2021 are study programmes that affect alumni welfare, thus becoming the background for this research. The research approach also prioritised respondents from four main study programmes, namely Aircraft Maintenance Technology (TPPU), Air Traffic Management (MLLU), Airport Technology (TBU), and Air Navigation Technology (TNU).

This research uses the Career Path Progression (CPP) model as a new model to be developed at Makassar Aviation Polytechnic, which has been comprehensively described in the research framework. The stages of developing the CPP model involve steps such as problem identification, designing the model, developing a pilot test model, model revision, and operational model trials.

The results of this study indicate that the career model used in this study affects the career maturity of cadets and cadets at Makassar Aviation Polytechnic, which is measured through aspects of attitude and competence. . The results also show that alumni who better understand and have better abilities in the aspects of attitudes and competencies will have more opportunities in the world of work.

C.RESULT AND DISCUSSION

A survey method was used to regarding cadets' responses to career counseling and psychosocial mentoring services. The survey included questions about career preparation and satisfaction with the implementation of talent mapping, career counseling, and psychosocial mentoring activities. The survey also examined information on workplace skills, introductory orientation, management, facilities, organization, workplace rules, and types of work, wages, and other employment-related questions.

The first question asked whether participants received information about the skills needed in the world of work during the program. The survey found that 87.1%



of respondents found it easy to access information related to the competencies that cadets need to prepare before entering the workforce, while 12.9% reported difficulty accessing this information. It is crucial to provide cadets with an overview of the competencies and expertise they need to prepare before graduating from university and entering the workforce. The challenges of the modern workforce demand different skills, both soft and hard, that cadets must possess and master. Providing programs or training for cadets is necessary to ensure they can be absorbed into the workforce, both in the industrial and business sectors, and reduce unemployment rates among university graduates.

According to a survey conducted by the International Labour Organization (ILO) in 2016, soft skills are one of the most important things that job seekers must have. Universities need to consider several factors to absorb graduates into the workforce, including the demographic explosion, which means that many Indonesians are at a productive age, making competition increasingly fierce. Additionally, youth unemployment in Indonesia is one of the highest in the world, especially due to the COVID-19 pandemic, which has further increased youth unemployment, particularly among university graduates.

The next question asked participants about the introductory orientation related to management, facilities, organization, and rules that cadets need to know before entering the workforce. The survey found that 94.3% of participants received information and explanations about the management of the company, workers' rights, and organizational rules during the career preparation training activities/programs conducted by Makassar Polytechnic Career Development Center. However, 5.7% of participants felt that they did not receive adequate guidance on the introduction of management, facilities, organization, and rules in the world of work. It is essential for cadets to understand the management of the company, facilities available to employees, organizational management, and related rules that apply in the workforce. This understanding enables cadets to adapt quickly to their respective work environments and prepare for the requirements of their desired job sectors.

The survey also explored whether participants received information and an overview of the types of jobs that can be registered by college alumni/graduates, especially Makassar Polytechnic graduates. The survey found that 57.1% of participants received information related to the types of jobs that could be entered by college graduates, especially Makassar Polytechnic graduates. However, 42.9% of participants reported not receiving accurate information related to the opportunities for graduates of Makassar Polytechnic majors/study programs when entering the workforce. Providing accurate information about job opportunities is crucial for students to make informed decisions about their career paths and prepare for the job market.



The survey reveals that a substantial portion of participants lack information about job opportunities and requirements for their respective majors at Makassar Polytechnic. Key findings include:

1. 17.1% of participants did not receive clear information about job requirements for their desired positions.
2. 40% of participants did not receive clear information about wages, social security, termination of employment, and workers' organizations.
3. 11.4% of participants did not receive information about values and rules in work culture and agreements.
4. 17.1% of participants did not receive information about local and national job markets.

These results highlight the need for Makassar Polytechnic Career Development Center to improve the dissemination of information related to job opportunities, requirements, and workplace conditions. By addressing these areas, the institution can better prepare its students for the workforce and reduce unemployment rates among university graduates..

The survey also found that participants were able to identify the types of jobs they dream of or expect when they graduate from Poltekbang Makassar, although some participants were still unsure about their career aspirations.

Furthermore, the survey examined the level of confidence cadets and recent graduates have in applying for jobs after completing the talent mapping, career counseling, and psychosocial mentoring programs. The results showed that 79.2% of participants were more confident to apply for a job in the company based on the type of work they hoped for, while 20.6% still had doubts about applying for competitive jobs. Only 0.1% stated that they were not confident to have a career according to their scientific field, dreams, or hopes.

In conclusion, the survey provides valuable insights into cadets' responses to career counseling and psychosocial mentoring services. The findings highlight the importance of identifying talents, interests, and skills to prepare for the workforce and adapt to career planning. By addressing the areas of concern highlighted by the survey, Makassar Polytechnic can better support its students in their transition from education to the workforce and contribute to reducing unemployment rates among university graduates.

D.CONCLUSION

The identification of self-potential, personality, motivation, performance, and academic skills is essential to prepare for the world of work. This finding shows the importance of identifying one's potential before entering the workforce to evaluate what needs to be improved and refined. Knowing how to direct talents and interests appropriately is valuable for job seekers when entering the workforce.



Proper identification of talents and interests can provide an overview of the type of work expected. Overall, the survey provided valuable insights into cadets' responses to the career counselling and psychosocial mentoring services. The findings demonstrate the importance of identifying self-potential, personality, motivation, performance, and academic skills to prepare for the world of work and adapt to career planning. By addressing the areas of concern in the survey, Makassar Polytechnic can better support its students in the transition from education to the world of work and contribute to reducing the unemployment rate among university graduates.

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