

GETTING TO KNOW THE WORLD OF WORK FROM AN EARLY AGE: THE ROLE OF COUNSELING GUIDANCE TEACHERS IN ELEMENTARY SCHOOLS

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Abstract

Early introduction to the world of work has an important role in building career awareness and developing students' potential in elementary school. This article discusses the role of Guidance and Counseling Teachers (BK) in helping students get to know various professions, identify interests and talents, and instill positive work values. Through career counseling guidance services that are creative and integrated with learning activities, Counseling guidance teachers can provide insight into the world of work that is relevant to the age of students. This study uses the Systematic Literature Review (SLR) method to identify, review, evaluate, and interpret all available research related to the implementation of counseling guidance services in elementary schools and the competence of teachers in carrying out these services. The data analyzed included journal articles, books, and other relevant research documents, with stages in the form of literature identification, selection based on inclusion and exclusion criteria, and thematic data synthesis. The results of this study provide guidance and insight for education practitioners in designing an effective career counseling guidance program, as well as highlight the challenges faced by counseling guidance teachers in their implementation in elementary schools

Keywords: Counseling Guidance, Career Counseling, Elementary School, World of Work.

INTRODUCTION

Early introduction to the world of work has an important role in building career awareness and developing students' potential in elementary school. At this stage, students begin to be introduced to a variety of professions, work values, and basic skills that are relevant to daily life (Maylitha et al, 2022). By providing an initial insight into the world of work, students can understand various professions that exist in society and identify their interests and talents (Rahmadani et al, 2024). This is a significant first step to build a positive mindset towards careers, as well as instill work values that support students' personal development.

Counseling guidance is the process of providing assistance provided by an expert (supervisor) continuously to individuals or a group of individuals (students), to prevent or overcome problems that arise with various potentials (Susanto, 2018). Thus, students can achieve optimal development, plan for a better future, adjust to their environment, and achieve their well-being (Emmi & Sumarto, 2020). Counseling services in schools not only help students in the development of personal and social lives, but also play an important role in career planning and development, especially at an early age.

In elementary school, career development is directed to help students recognize themselves, including interests, talents, and work values that are relevant to their lives (Lutfiyani et al, 2017).

Donald Super's career development theory emphasizes that the growth stage in elementary school age students is an important period for the development of self-concept (Tarsidi, 2007). At this stage, students begin to build awareness about the relationship between their potential and the goals they want to achieve in the future (Tarsidi, 2007). Activities such as professional exploration, role-playing, and discussions about the world of work can be an effective means to help students recognize various opportunities and challenges in the world of work (Zubaidah, 2016).

In this context, Guidance and Counseling Teachers have a central role. Counseling guidance teachers can integrate career guidance services into the learning process by using creative and age-relevant approaches (Nasution & Abdillah, 2019). For example, through inspirational stories about the profession, job simulations, or virtual visits to the workplace, students can gain a clearer picture of the world of work. This effort aims to foster students' motivation, build self-confidence, and provide an initial foundation to develop their potential in the future (Wardhani & Nastiti, 2023).

However, the implementation of career development in elementary schools is inseparable from various challenges. One of them is the lack of public understanding of the importance of early career recognition. Many parents and schools still think that career education is only relevant for secondary or higher education levels (Nurjannah & Kusmuriyanto, 2016). In addition, limited resources, such as learning materials and special training for counseling guidance teachers, are also obstacles that are often faced (Sabillah & Maulana, 2024). Therefore, collaboration between teachers, parents, and other stakeholders is needed to create an environment that supports students' career development optimally (Sandra et al, 2022).

By paying attention to the importance of early introduction to the world of work, this article aims to examine more deeply the aspects of career development in elementary schools, the role of counseling guidance teachers in supporting these efforts, as well as the challenges and expectations that need to be overcome to realize an effective career development program at the elementary school level.

METHODOLOGY

This article was prepared using the *literature review method* with the aim of examining in depth the role of Guidance and Counseling Teachers in introducing the world of work to elementary school students from an early age. This approach is carried out through the collection and analysis of relevant literature from various scientific sources, both national and international, that discuss career development, career development theory, and counseling guidance practice at the primary school level.

Literature sources are obtained through searches on academic databases such as Google Scholar, Springer, and ProQuest. The keywords used in the search include "career development of elementary school students", "role of counseling guidance teachers ", "super career development theory", and "career counseling guidance". Literature selection is carried out by considering publications published within the last ten years to ensure relevance and suitability with the current context.

The results of the literature search were analyzed in depth to identify concepts, approaches, and best practices related to career development in elementary school. Through this analysis, the article aims to present a comprehensive overview as well as practical recommendations for counseling guidance teachers and education stakeholders in supporting an effective introduction to the world of work for primary school students

RESULT AND DISCUSSION

Result

The following is written in the matrix table of literature review as follows:

Table 1 Matric Literature Results

It	The Role of Career Guidance in Elementary Schools	year	Results and discussion
1	<i>Guidance and Counseling Services in Elementary Schools</i> (Sabrina et al)	2024	It shows that counseling guidance services in elementary schools are very important to overcome student development problems. This study emphasizes the need to use classroom teachers as counseling guidance teachers to provide effective services
2	<i>The Role of Classroom Teachers as Counseling Guidance Teachers</i> (Nokas)	2021	found that classroom teachers play an important role in shaping students' character education. Through a mentoring approach, teachers can help students overcome personal and social problems, as well as support the development of positive character
3	<i>The Role of Classroom Teachers in Guidance and Counseling</i> (Pravitasari & Septikasari)	2022	emphasizing the importance of the role of classroom teachers in providing guidance and counseling to students. The study showed that classroom teachers had more time to get to know students in depth, which allowed them to provide more effective support

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| 4 | <i>The Role of Guidance and Counseling in Education</i>
<i>(Amala & Kaltsum)</i> | 2021 | examine the role of counseling guidance teachers in instilling discipline for students. This study shows that support from subject teachers and students is essential to improve the effectiveness of guidance and counselling services in schools |
| 5 | <i>The Role of Counseling guidance teachers in Increasing Learning Motivation</i>
<i>(Sitanggang)</i> | 2021 | found that counseling guidance teachers function as motivators and informants who help students understand themselves as well as the surrounding environment. This research highlights the importance of information services in increasing student learning motivation |
| 6 | <i>The Effect of Counseling Guidance on Career Introduction</i>
<i>(Anwar)</i> | 2023 | Demonstrate that counseling guidance in elementary schools can help students recognize a variety of career options. With the right information, students can plan educational steps that match their interests and talents |
| 7 | <i>Challenges in the Implementation of Counseling Guidance</i>
<i>(Lestari et al)</i> | 2022 | The main challenge in the implementation of counseling guidance in elementary schools is the lack of training for counseling guidance teachers. This study recommends increased training to ensure counseling guidance teachers can provide better services to students. |
| 8 | <i>The Role of Parents in Supporting Counseling Guidance</i>
<i>(Rahmawati)</i> | 2023 | emphasizing the importance of parental involvement in the counseling guidance process in elementary schools. Parent involvement can increase the effectiveness of tutoring programs by providing additional support to students at home. |

From the results of the journal review, it can be seen that the role of counseling guidance teachers is very important in introducing the world of work to students from an early age. Through effective tutoring services, counseling guidance teachers can help students understand various career options, overcome personal problems, and develop positive characters that will support them in the future. Therefore, improving the competence of Counseling guidance teachers through training and collaboration with parents and other teachers is very crucial to achieve optimal educational goals.

Discussion

Career Guidance in Elementary School

Guidance and Counseling has various fields, including personal, learning, social, and career fields. Among these fields, career guidance has a very close link to the future of students. Career development involves the stages of student development that need to be completed to reach the next stage (Sumanto & Utaminingsih, 2020). Therefore, career guidance should be provided from the time students are at the elementary school level.

In the book Supriatna & Budiman (2009) There are several reasons why career guidance is important to be given from the elementary level. First, career development is part of every individual's journey. The success of students in completing career development tasks at one age stage will affect their success at the next stage. Second, schools have a great influence on students' lives, so it would be better if the influence was enriched through intensive career guidance. Third, school is the first step for individuals to prepare for their education and future careers.

Worzbyt (2003) mentions four failures that can be experienced by individuals who do not receive career guidance from an early age, namely:

1. Failure to develop reality based on beliefs and goals.
2. Failure to understand the relevance of the school.
3. Failure to build a sense of responsibility for work habits throughout life.
4. Failure to develop awareness and mastery of career development tasks.

In addition, Knight (2015) emphasized the importance of career development in elementary school as a basis for future career development, as well as preparing students to face challenges in the world of work. Career guidance in elementary school is also needed to deal with issues such as delinquency and criminality that can hinder student development, both in academic, personal, and social aspects.

It is important for elementary school teachers to carry out guidance and counseling services to anticipate problems faced by students from an early age, so that the learning process is not disrupted (Susanto, 2018). Thus, students can achieve optimal learning achievement. However, in reality, the role of classroom teachers in carrying out guidance and counseling is often not optimal, considering the huge workload. Classroom teachers are often unable to provide guidance and counseling services optimally, so the role of guidance teachers is very important (Sugianto, 2023). Tutoring teachers will assist students in solving problems and developing their potential, as well as providing support to classroom teachers in improving the effectiveness of tutoring services (Mariana, 2016).

Prayitno in Sukadari (2021) stated that guidance and counseling services in elementary schools include various services, such as orientation, information, placement and distribution,

learning, individual counseling, group guidance, and group counseling.

In the implementation of guidance and counseling, elementary school teachers have three main functions, namely:

1. Distribution function,
2. Adjustable function,
3. Adaptive function.

To ensure that guidance services run effectively, close cooperation between school principals, classroom teachers, and guidance coordinators is necessary. The principal plays a role in coordinating activities, while the guidance coordinator, as a professional, can ensure that the guidance program runs according to the needs of the students. Good cooperation between all parties will ensure that each student receives guidance that suits their problems, whether related to academic, personal, or social.

Although counseling guidance services in elementary schools have been recognized as important, in reality many schools still lack adequate guidance services (Budiarti, 2017). According to Sukadari (2021) Many teachers are still more focused on students' academic achievements, without looking at the background of the problems they face. For example, a student who gets bad grades may be facing personal problems that affect his concentration in studying. Without adequate attention and guidance, the student can feel neglected or negatively labeled, even though they need support to overcome the problem.

Overall, although counseling guidance services in elementary schools have begun to exist, many schools have not implemented them optimally, both in terms of implementation and coordination between related parties.

CONCLUSION AND SUGGESTION

Guidance and Counseling in elementary schools has a very important role in helping students develop optimally, both in personal, social, academic, and career aspects (Batubara, 2022). The research discussed shows that career guidance provided early on can affect students' development in the later stages of life. Failure to provide the right career guidance at an early age can lead to failure in understanding life goals, school relevance, and developing responsibility for work habits throughout life. In addition, career guidance at the elementary school level also serves to overcome the problem of delinquency and criminality that can hinder student development.

However, even though counseling guidance services have been recognized as important, many schools have not been able to carry out these services optimally. This is due to various factors,

including the limited number of Counseling guidance teachers, the heavy workload on classroom teachers, and the lack of training for teachers. In addition, cooperation between the principal, classroom teachers, and guidance coordinators is needed to ensure effective guidance services that are tailored to the needs of students.

Suggestion

1. Improvement of Counseling Guidance Teacher Training: To increase the effectiveness of guidance services, training for Counseling guidance teachers must be improved. This training can include an introduction to various career guidance methods, as well as how to identify personal problems that affect student development. This can improve the ability of Counseling guidance teachers to provide more effective and directed guidance.
2. Collaboration with Parents and Classroom Teachers: Increased collaboration between Counseling guidance teachers, classroom teachers, and parents is essential. Parents can provide support at home to support the guidance process carried out at school. In addition, classroom teachers who interact more often with students can act as intermediaries in the guidance process, especially in recognizing the problems faced by students.
3. Focus on Character and Career Development: Tutoring programs in elementary schools need to focus on developing students' character as well as helping them recognize a variety of career options. This will provide a solid foundation for students to plan their education and career in the future.
4. Increased Resources and Support: Schools need to ensure that they have enough resources, both in terms of teaching staff and guidance materials, to support effective counselling guidance services. It also includes providing relevant facilities and materials to support career introduction to students.
5. Assessment and Monitoring: It is important to conduct periodic evaluations of the implementation of guidance services in elementary schools. This monitoring will help identify areas that need improvement, as well as ensure that each student receives guidance that suits their needs.

By improving the quality of counseling guidance in elementary schools, it is hoped that it can create a generation that is better prepared to face life challenges, both academically and careerally, and make a positive contribution to the development of society.

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