



Student Career Management Model at Vocational Health Education Level for the Work Industry

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DOI: <https://doi.org/10.53621/ijocer.v4i1.439>

Sections Info

Article history:

Submitted: December 8, 2024

Final Revised: April 14, 2025

Accepted: May 2, 2025

Published: June 30, 2025

Keywords:

Career Management;
High School;
Vocational Health School;
Work Industry.



ABSTRACT

Objective: This study aims to develop a career management model for students of Health vocational high schools in the workforce. **Method:** This study uses a descriptive method with a case study approach. The research objects are Nusantara Health Vocational High School and Surabaya Health Vocational High School. The research instruments are in-depth interview guides, observation guides, and documentation guides. The analysis uses multi-site analysis. **Results:** The results of the study found that the career management model for students of Health vocational high schools consists of 4 stages, namely 1) career management planning consisting of annual work meetings, involving the work industry in learning planning, and curriculum modification planning according to the needs of the work industry; 2) organizing career management consisting of dividing tasks and responsibilities based on areas of expertise, determining and confirming those responsible for each program, and determining coordination and integration paths between sections; 3) implementation of career management; and 4) career management supervision consisting of comprehensive supervision in all aspects, use of monitoring and evaluation instruments, involvement of alumni and the world of work in the monitoring and evaluation process. **Novelty:** This model uniquely incorporates active industry participation in curriculum design, field practice implementation, and alumni-involved evaluation while introducing a holistic structural coordination framework and integrated monitoring tools rarely applied in health vocational education contexts.

INTRODUCTION

Vocational high schools are increasingly gaining public interest. This is supported by a survey conducted by the Indonesian Ministry of Education and Culture, which found that the level of public interest in vocational high schools was 82% (Rajagukguk et al., 2023). The public believes that vocational education is an education that prepares students' attitudes and mentality to easily enter the workforce and develop professional attitudes as middle-level workers in industry and the workplace (Sherly et al., 2022). This is in accordance with Government Regulation No. 17 of 2010, which states that vocational education aims to produce graduates who are ready to work. However, the high number of open unemployment in Indonesia is still dominated by vocational high school graduates. The Indonesian Central Statistics Agency stated that 9.31% of vocational high school graduates are unemployed (BPS, 2023). Based on data from the Policy Research Center (2020), graduates of vocational high schools in the health sector have the second lowest unemployment rate and the field with the highest absorption rate in the world of work out of the nine fields of vocational high schools in Indonesia (Puslitjak, 2021).

This phenomenon indicates that vocational schools, which are believed to be able to bridge the link and match programs, are still far from their target. The high and large

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