



# Developing the Skills of Mentally Retarded Children Through Career Guidance

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## ABSTRACT

One of the problems faced by mentally retarded children at SKH Negeri 01 Cilegon City is the difficulty in seeking further education guarantees for the development of their abilities or independence as career achievements and talents for themselves, even though every child has their potential. The method used is descriptive qualitative to present a detailed description of the social situation or clarify a phenomenon under study. Data was collected using observation techniques, interviews and documentation. This research was conducted in July-October 2022 with 3 respondents consisting of 3 children, namely IS, SZ, QA, and informants consisting of 3 people, namely class teachers, school principals, and parents of mentally retarded children. The conclusions of this study: 1) Planning for career guidance for mentally retarded children at SKH Cilegon City is in accordance with existing procedures and services. 2) The implementation of career guidance for mentally retarded children at SKH Cilegon City is carried out according to a predetermined time with several activities, namely music, singing, swimming, cooking, batik and others. 3) Evaluation at SKH Cilegon City, namely by looking at the child's development, ability, and independence, and always paying attention to the results of all career guidance programs. 4) Supporting factors, namely: from educators, students and infrastructure.

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## 1. INTRODUCTION

Counselling guidance is a component of providing education in schools and outside schools whose existence is needed to assist all students and clients in personality development, social life, learning processes, and career planning and development. Guidance and counselling is formed from two words, namely the word guidance and the word counselling, where the guidance and counseling of the word have interconnected directions (Lesmana, 2022; Nurlianti et al., 2020). Guidance is a process of providing assistance that is carried out continuously and systematically from a mentor or counsellor to those being mentored to prepare individuals or groups of individuals to achieve independence in self-understanding, self-acceptance, self-direction and self-realization in achieving a level of development to optimize and adapt with the environment (Nurlianti et al., 2020; Putri Utami,

2017; Suryanto, 2021) . Counselling is a service of assistance by professionals to a person or group for the development of disrupted daily life and helping to a better condition for the individual or group served so that it becomes a profession for someone who has a scientific basis, professional substance and practice. profession (Danang, 2022; Susanto, 2018). Students in the category of special needs, known as ABK, are children who need specific services and whose education is different from normal children in general (Gargiulo & Bouck, 2018; Kauffman & Hallahan, 2011). According to (Westwood, 2011) , ABK is a child who is different from normal children who experience limitations or extraordinary abnormalities as indicated, both physically, cognitively, socially, emotionally, and mentally intellectually, which affect the overall process of growth and development.

As explained above, the researcher concludes that ABK is a child who has one of the characteristics that is different from other normal children. In terms of characteristics and obstacles, children with special needs need a form of service assistance from professionals for their special education, which is adapted to the abilities and potential of these special needs children. In the ABK category, various terms are known according to the disorder and its type, including blind, which means visually impaired, and deaf means hearing impaired. Mentally retarded means mentally disabled, quadriplegic means physically disabled, mentally impaired means mentally impaired emotional, speech impaired which means they have a speech impairment and multiples who have more than one type of disorder and have learning difficulties (Desiningrum, 2016; Hallahan et al., 2014) .

Based on the explanation above, mental retardation is a child who has limitations in mental development, behavior, and intelligence (Heward et al., 2019; Turnbull et al., 2013) . However, limitations don't mean they can't learn something or new skills. Children with mental retardation do it much slower than children their age. Mental retardation delay depends on how severe the level of intellectual disability they experience. Children with mental retardation category can be classified into several groups. The classification is based on the index of mental intelligence, which can be seen from the results of an IQ or intelligence test. For example, ABK with an IQ of 0-25 is categorized as mildly mentally retarded, an IQ of 25-50 is categorized as moderately mentally retarded, and an IQ of 50-75 is categorized as severely mentally retarded. Furthermore, this categorization can be used as a follow-up for services to mentally retarded crew members (Gargiulo, 2012) .

The right to education for persons with disabilities or mental retardation is implemented in Law no. 20 of 2003 concerning the National Education System Article 32 states that: "Special education (special education) is education for students who have a level of difficulty in following the learning process due to physical, emotional, mental and social disorders. Therefore, mentally retarded children must get services suitable for conditions and a conducive environment. Examples of these services are placed in SKH and other appropriate places, so that mentally retarded children will show their skills and a sense of empathy and sympathy.

In the view of Islam, all humans are the same. Only acts of worship distinguish humans before Allah SWT. In the Qur'an, it is mentioned in the letter At-Tin verses 4-6, which means: "Indeed, we have created humans in the best possible form. Then we returned him to the lowest place (hell). Except for those who believe and do good deeds, then, for them, a reward that is not cut off. (Qs. At-Tin 4-6)".

The role of guidance and counselling is one of the processes of implementing assistance services to students and clients in schools and outside schools (Harita et al., 2022; Mulyati & Kamaruddin, 2020; Yuhana & Aminy, 2019) . The provision of guidance and counselling services is categorized into four areas, namely personal, social, learning, and career (Suryanto, 2021) . Of the four areas of guidance and counselling, the researchers focused on the personal and career areas of mentally retarded children. Understanding the world of careers is very important for all human beings as a preparation for entering the world of careers and developing their abilities, including mentally retarded children. They need to prepare themselves to achieve optimal career development. This career development will help

them prepare for the world of work and life in the future. The career development process requires guidance and counselling (Akhyar, 2020; Bensus, 2015; Lidyananda, 2022) .

Objectively, based on interviews and observations conducted on August 22 2022, the problem faced by mentally retarded ABK is difficulties in seeking guarantees for further education. Children with mental retardation are required to compete to have a decent career without looking at extraordinary as an abnormality, limitation, backwardness, and other forms of discrimination. Until now, only a few mentally retarded children in SKH Cilegon City have had the opportunity to compete to choose the career skills they desire appropriately. Every child has the potential of each. Although physically and intellectually mentally retarded children have limitations, they have the same abilities, interests, talents and aspirations as normal children.

They have below-average intelligence and an inability to adapt. Therefore, learning services for them must suit their specific needs. Based on Law no. 20 of 2003 concerning the National Education System Article 32, ABK with mental retardation can be placed in SKH so that it is more conducive and directed. In career guidance for mentally retarded children, the most important thing is to direct and develop their potential to live independently, adapt to the environment, and have a career that suits their talents.

Career guidance is done by certain people to assist individuals or groups in planning, developing and solving career problems, understanding conditions, one's abilities, understanding environmental conditions, and solving career problems. In addition, career guidance helps with the interests, talents and abilities they have. SKH Cilegon City, as one of the special schools that teach skills for mentally retarded children, has career guidance programs and activities for its students. Each class has a class teacher and an assistant teacher. In career guidance activities, mentally retarded children are given direction by the class teacher according to a predetermined time. Even SKH Cilegon City has classified crew members according to their specific category.

Mentally retarded children have three levels, namely elementary, junior high, and high school, each of which consists of three classes. Mentally retarded children are classified according to their abilities. For example, students already in junior high school will still be placed in elementary school if their abilities are still on par with elementary school-age children. Based on the results of the preliminary study and the implementation of career guidance in SKH Cilegon City, class teachers and accompanying teachers have written study plans with creative designs and concepts and have their evaluations.

## **2. METHODS**

The research method is one of the most important parts of research because, through this research method, the researcher can easily arrange research with the right steps. Based on the phenomena that have been found, the researcher uses a descriptive qualitative research method (Sugiyono, 2017) . Descriptive research is research that provides detailed descriptions of social conditions or clarifications of a phenomenon being studied (Azwar, 2012; Sugiyono, 2017) . The selection of qualitative methods is carried out on the basis of more emphasis on what happens to the object of research, containing natural or naturalistic research results. The qualitative research method was chosen by the researcher because, in this study, it is descriptive explanations in the form of words or the behaviour of the people who have been observed. In addition, descriptive qualitative research is not numerical like quantitative, but emphasizes more on the process of producing descriptive data in the form of words and behaviors observed during the study.

### 3. FINDINGS AND DISCUSSION

Career Guidance Planning for Mentally Disabled Children at SKH Cilegon City. From the results of the research conducted, it is known that the career guidance program for mentally retarded children at SKH Cilegon City has carried out planning in accordance with the preparation for the implementation of career guidance. This is evidenced by stages in seeing and understanding the conditions and situations of mentally retarded children based on categories, both from 1-10 levels of ability, development, and strengths, so that the school can adjust what is in the lesson plan.

SKH Cilegon City always implements customized learning plans, such as skills activities to develop children's abilities, strengths and desires to be able to express what has been achieved so that it can become a talent or career for mentally retarded children. As explained in Chapter II, in the process of planning a career guidance program, several things must be considered, including 1) Physical preparation (places and objects), hardware, 2) Material and software preparation, 3) Personnel preparation, 4) Skill preparation using methods, media and tools.

Then the next stage is the implementation of Career Guidance which includes group and individual implementation. And the last stage is the Career Guidance evaluation step. Implementation of career guidance in Cilegon City at SKH City of Cilegon At the stage of implementing career guidance is in implementation, one way of implementing career guidance is in the form of teaching units. This pays attention to the implementation of activities as follows: 1) Application of methods, special techniques, media and tools 2) Delivery of materials 3) Time efficiency 4) Implementation administration.

Based on the results of the research conducted, SKH Cilegon City carries out career guidance in the form of teaching. Where in the career guidance activities, the school plans and creates a guidance program. Furthermore, in this program, the class teacher provides guidance using a pattern according to special hours, namely with three meetings in 5 days. Each meeting is carried out with different skill activity programs such as singing, music, swimming, batik and cooking class skills.

The implementation of these activities is not only done once but is done repeatedly. So that this has an impact on mentally retarded children, such as remembering, liking, and applying it independently, which will then become one of the skills they will have in the long term. The implementation of career guidance at SKH Cilegon City does not only focus on the lesson plans that have been made, but the implementation is carried out as creatively as possible to encourage mentally retarded children to be interested and to become more familiar with new activities in implementing the program. Evaluation of career guidance for mentally retarded children at SKH Cilegon City Evaluation is a tool or procedure that is used to find out and measure something in an atmosphere by means of predetermined rules. Based on the results of research conducted by researchers, it is known that the evaluation of the career guidance program for mentally retarded children is usually carried out by SKH Cilegon City, namely by looking at developments, and the ability of mentally retarded children to do anything and observe it. The evaluation carried out by SKH Cilegon City for mentally retarded children in career guidance is that they are required to be like normal children in general. So the teacher must follow the development of abilities possessed by mentally retarded children, even though there are many obstacles that occur. Therefore SKH Cilegon City must carefully prepare a career guidance program so that it is more planned and his achievements in the future. The conclusion of the Cilegon City SKH research is that there are around two gifted children in each skill being studied, such as talent in making batik, singing, swimming, cooking, and playing music.

Supporting and inhibiting factors for mentally retarded children in Cilegon City. From the results of research conducted by researchers, there are several supporting and inhibiting factors for talent interest career guidance for mentally retarded children at SKH Cilegon City, namely as follows: a. Supporting factors 1) Educator The most important component that

determines the success of the skilled strategy is determined by the educator. 2) Students The process of skills and learning activities is influenced by the development of students. In addition, the background and nature of students, including gender, place of residence, socioeconomic level, and background of students, also influence. 3) Facilities and infrastructure Facilities are anything that directly supports the smooth process of development activities. For example, media activities and so forth. While infrastructure is something that is not direct but supports. For example, school lighting, restrooms, and so forth. Inhibiting factors 1) Differences in the development of individual category-level abilities. 2) Readiness to carry out the skills and abilities of teachers who are less varied so that they tend to be boring. 3) Students who suddenly do not want to take part in learning. 4) Families, teachers, and teaching methods, as well as learning activity tools and environments that are less supportive.

#### 4. CONCLUSION

Based on the results of research on career guidance for SKH mentally retarded children in Cilegon City, it can be concluded as follows:

Planning for a career guidance program for mentally retarded children at SKH Cilegon City is basically in accordance with existing procedures and services with a learning implementation plan. This planning program has become an effective activity for mentally retarded children with several activities, one of which is batik skills. In the planning stage, SKH Cilegon City carries out important steps such as paying attention to and understanding mentally retarded children and grouping them into the appropriate skills unit.

Implementation of SKH Cilegon City career guidance in teaching career guidance to groups of mentally retarded children, in which career guidance activities the school plans and creates guidance programs. Furthermore, the class teacher provides guidance using a pattern according to special hours, with three meetings in 5 days, namely on Tuesday, Wednesday and Thursday. Each meeting is carried out with different skill activity programs such as 119 class skills for singing, music, swimming, batik and cooking.

Evaluation of the career guidance program for mentally retarded children, which is usually carried out by SKH Cilegon City, namely by looking at developments, and the ability of mentally retarded children to do anything. Therefore SKH Cilegon City must carefully prepare a career guidance program so that it is more planned and has achievements in the future.

Factors supporting the success of career guidance at SKH Cilegon City are educators, students, and infrastructure. While the inhibiting factors are differences in the development of individual category level abilities, readiness to implement skills, less varied teacher abilities. Hence, they tend to be boring, students who suddenly don't want to take part in learning, family, teachers, teaching methods, learning activity tools, and the environment less supportive.

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