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Theoretical/Conceptual Article

The Urgency of Developing Youth Career Resilience Through Guidance and Counseling as an Effort to Prepare for the Golden Generation 2045

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ABSTRACT

This article aims to 1) examine youth career resilience as an important competency to face the year 2045; 2) assess the urgency of developing career resilience through guidance and counseling as an effort to prepare adolescents to become the golden generation of 2045. From the results of the study, it is known that 1) the golden generation of 2045 who has high career resilience will be able to face a borderless society, global urbanization, and international trade; 2) Through guidance and counseling services, career resilience can be developed from the age of adolescent development, with focus on developing career resilience attributes.

KEYWORDS: 2045 Competence, Career Resilience, Golden Generation 2045.

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INTRODUCTION

The year 2045 marks the centenary of Indonesia's independence. At the same time, Indonesia has a demographic bonus of productive age. Namely, the number of productive age population aged 15 to 64 years compared to the unproductive age population under 15 years and above 64 years. At this time, the productive age population is predicted to reach 64 percent of the total projected population of 297 million people (Afandi, 2017). At this time, Indonesia will enter its second awakening, namely the birth of the golden generation of 2045 (Darman, 2017). But this second awakening usually doesn't happen if the 2045 gold generation is not prepared from now on. If not prepared properly, this generation will burden the State because it is certain that the world of work will experience far-reaching changes, and individuals who cannot adapt will be left behind. This lag will cause individuals to depend on the state in the form of unemployment.

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Adolescents today are individuals who will become the golden generation in 2045 because at that time they will enter a productive age. Preparing youth for 2045 is a good strategy to take. This can be done through education, following "Rencana Pembangunan Jangka Menengah Nasional (RPJMN) 2015-2019, preparation for the demographic bonus is focused on two sides, namely labor and education (Afandi, 2017). The current government continues to organize and improve the education system so that it can provide quality education and can produce graduates who have qualified competencies to survive in 2045.

As a result of the 2045 demographic bonus, Indonesia and several other Asian countries will enter the economic center. This will give rise to a global trend called the Mega-Trend, the achievement of this megatrend is characterized by ten factors such as world demographics, global urbanization, international trade, global finance, middle-income class, competition for natural resources, climate change, technological progress, geopolitical changes, and geoeconomic changes (Kemendikbud, 2017). This megatrend will encourage global community competition, Kemendikbud (2017) said that there will be changes in world demographics which are marked by high migration between countries (borderless society), meaning that there will be open competition between the world's people. Indonesian people will enter the same labor market as people from other countries.

The open labor market between the world's people needs to be addressed properly because the Indonesian people today have relatively low productivity and competitiveness (Afandi, 2017). Moreover, the open job market will be increasingly competitive among the world's people, Indonesian workers will compete for jobs or survive so that their jobs are not released and taken by people from other countries. This situation makes the labor market uncertain and can create pressure, problems, and stress for workers. In this situation, the individual must have high career resilience, to be able to survive in the pressure of an uncertain career situation to be able to adapt to this situation (Fourie & Van Vuuren, 1998; London & Mone, 1987; Mishra & McDonald, 2017).

Career resilience has a positive correlation with the skills needed to achieve career success such as career adaptability, optimism, hope, career maturity, career goals, and career decision making (Ahmad et al., 2019; Barto et al., 2015; Di Maggio et al., 2016; Han et al., 2019; Van Vuuren & Fourie, 2000). Strengthening career resilience will help individuals achieve career success, thus if the Indonesian people in 2045 have high career resilience they will be successful in their respective careers. Unfortunately, career resilience does not develop instantly, because career resilience is the result of interactions between individuals and their environment from children and adolescents (London & Mone, 1987). So that the development of Indonesian youth career resilience needs to be developed from now on.

The development of career resilience in Indonesian youth as an effort to prepare the 2045 golden generation needs to be studied more deeply. Moreover, until now there has been no study on this topic. The current study in the form of preparing career adaptability has not studied career resilience (Sisca & Gunawan, 2015). Therefore, in this paper, we will examine in more depth the efforts to develop career resilience to prepare adolescents to become the golden generation of 2045. The objectives of this study are 1) to examine the relationship between Indonesian youth career resilience and youth readiness to face challenges in 2025 2) to examine the urgency of development. youth resilience through guidance and counseling to prepare the 2045 golden generation.

LITERATURE REVIEW

Career Resilience

Career resilience first appeared in London's theory of career motivation (London, 1983; London & Mone, 1987). As the main theory of career resilience, the theory of career motivation has three indicators of career resilience. These are self-efficacy, risk-taking, and self-reliance. The indicators of self-efficacy are characterized by aspects of self-esteem, self-autonomy, adaptability, self-control, need for achievement, initiative, creativity, having standards in work, development orientation. The second indicator, risk-taking consists of aspects of courage and consideration of risks, as well as the accuracy of decision-making. The dependency indicator consists of a balance between independence and dependence on others and competitiveness (London, 1983).

Then London (1987) refined it into four indicators, believing in belief in oneself, need for achievement, willingness to take the risk, independently and cooperatively as needed. People who have high Career Resilience see themselves as competent individuals who can control what happens to them. They feel the accomplishment of what they do. They can take risks. They also know when and how to cooperate with others and act independently (London & Mone, 1987; London & Noe, 1997).

More clearly each indicator London defines operationally each indicator and its behavior form in full. 1) Self-confidence is defined as the extent to which a person believes in his ability to perform, the form of action can be in the form of easily adapting to changes (procedures, rules, new technology), expressing ideas even though they are not popular, trying to encourage career advancement; 2) The need for achievement is defined as the individual's willingness to excel in his work. The form of behavior is in the form of doing the best in all tasks, taking the initiative to do what is needed to achieve career goals, looking for projects that require learning new skills; 3) willingness to take risks related to the ability to take action with uncertain results, the form of behavior expresses ideas even though these ideas are contrary to others, is not afraid to tell others when they have made a mistake, takes risks for something that is believed, becomes innovative in doing one job; 4) able to work independently and able to work with others characterized as comfortable working alone or with groups depending on the demands of the task, with the form of behavior to make decisions or work effectively either as individuals or as team members, able to complete all tasks as a reward for the task group.

2045 Gold Generation

The term 2045 golden generation is a term for the generation that enters the productive age in 2045 and is considered to be able to bring glory to Indonesia. In short, the term "golden generation" arises due to the demographic bonus (Abi, 2017). In the year that coincides with the 100th independence of Indonesia, many people expect Indonesia to experience rapid progress brought by the Golden Generation. Even Kemendikbud (2017) made a special design in the form of a roadmap to prepare the 2045 golden generation. With so many productive ages in 2045, it is expected to contribute to the improvement of the Indonesian economy (Prasetyo, 2014).

The golden generation of 2045 at this time is still at the age of children and adolescents. Or are in elementary school (SD), junior high school (SMP), and high school (SMA). Many believe that strengthening through the education of today's children and adolescents will be able to become the golden generation in 2045 (Abi, 2017; Darman, 2017;

Kemendikbud, 2017; Prasetyo, 2014). Education can be the most powerful weapon in guarding the success of the golden generation. Guidance and counseling as an integral part of the education system in Indonesia have a big role in helping adolescents who are in high school prepare themselves.

DISCUSSION

Career Resilience and Complexity 2045

On the one hand, Indonesia gets a demographic bonus that can provide benefits, on the other hand, 2045 will be a scary thing for the people of Indonesia. Because in 2045 Indonesia is also faced with the global trend of 2045, such as the world economy is predicted to no longer be centered on the United States, but shift to Asian regions such as China, South Korea, India, and Japan. As a result, there will be migration between countries, global urbanization, and international trade (Kemendikbud, 2017).

According to Kemendikbud (2017), inter-country migration or borderless society will occur around 2045, this happens because some countries will experience a slow population growth rate so that there are countries that have a high number of unproductive age population and in other countries, it will be the other way around. This will create inequality in the production sector to meet the needs of the community so that many people will seek a better life in various ways, including by working in other countries.

Global urbanization will also occur in 2045, according to United Nation in Kemendikbud (2017) there will be about 69.1% of the world's population will live in urban areas. This is much higher than the data in 2010, which was around 49.9%. As a result of this urbanization, most of human life will be centered in the city. Another global trend is international trade which will continue to grow from previous years.

Migration between countries, global urbanization, and international trade will certainly have various effects on Indonesia's future golden generation. Migration between countries will bring about global competition between the global community, including Indonesia. Global urbanization will also cause Indonesia's golden generation to work and live centrally in cities, which according to Jamaludin (2015) working and living in urban areas will give more pressure and stress. Meanwhile, international trade will trigger imbalances in the demand and supply of labor (Kemendikbud, 2017). In the end, these three factors will lead to career uncertainty and insecurity in the 2045 golden generation. Therefore, it is necessary to develop competencies or abilities to overcome this, one of which is career resilience.

Career resilience is an individual's ability to deal with career disturbances in a less than optimal environment (London & Mone, 1987). Individuals who have high career resilience will be able to survive in a job competition, in this case, the golden generation who has high career resilience will be able to compete for jobs with the world community, in addition, individuals who have high career resilience can also overcome all career obstacles. Experienced as stress due to work pressure.

Career resilience will encourage employability skills or the ability to get a job and keep it (Rossier et al., 2017). So that if the 2045 golden generation has high career resilience, they will also have qualified employability skills so they can compete globally. Career resilience can encourage the golden generation of 2045 to be consistently productive because with strong career resilience individuals will be persistent towards their career goals, the more individuals will be able to withstand all unfavorable situations (London & Mone, 1987).

Career Resilience Development through Guidance and Counselling

Career resilience is a fundamental and essential ability to survive in the 21st century (Cascio, 2007). It is also one of the meta-competencies to be able to adjust quickly, be ready to face change, and be able to survive in career transitions (Hirschi, 2012). From these two opinions, it is certainly very urgent for individuals to have high career resilience during such significant world changes. Especially the 2045 challenge which signals a free labor market between the world's people. Requires individuals to easily adapt themselves, able to survive change.

Career resilience develops in individuals from childhood and adolescence (London & Mone, 1987), as a result of individual interactions with the environment (Rochat et al., 2017). This is also the same as the principle of preparing for the golden generation of 2045, which is to prepare individuals from a young age. So, by focusing more attention on the development and improvement of career resilience since adolescence, it will affect the readiness of adolescents to become the golden generation of 2045.

According to Maree (2017), Career resilience can be developed in two ways, for those who are working, career resilience can be developed through the help of work organizations or HRD. Individuals who have not worked or attended school can be assisted through guidance and counseling services that are included in the field of career development. Precisely it can be helped by narrative counseling techniques, Maree's research for example shows that career resilience can be developed through narrative counseling techniques. Where Maree conducts a single subject study on students who are victims of sexual violence who have career resilience, after being given narrative counseling their career resilience increases (Jacobus G. Maree, 2020; Jacobus G. Maree & Venter, 2018; Jacobus Gideon Maree, 2018).

Guidance and counseling as an integral part of the education system will indirectly be able to support the golden generation through student career development services. The golden generation will realize Indonesia's ideals to become a barometer of world economic growth, have human resources that can outperform other nations, and make Indonesia an influential independent country in Asia.

Guidance and counseling services can be designed to develop career resilience. The design of guidance and counseling services can be done through services in the career field. Service must be oriented to career resilience attributes. Namely, the development of high confidence in one's abilities, need for achievement, willingness to take risks, able to work independently and cooperate in groups when needed.

CONCLUSION

Career resilience is an essential competency to survive in the 21st century is very urgent to be developed in adolescence, this is done to prepare the golden generation of 2045. The important things that can be concluded in this study are 1) The ability of career resilience will affect the career success of the future golden generation. Moreover, in 2045 Indonesia is also faced with a global trend that will lead to the opening of the global labor market, which demands career resilience. The golden generation of 2045 who has high career resilience will be able to face borderless society, global urbanization, and international trade; 2) Career resilience is also very urgent to be developed at a young age. This urgency is based on the assumption of career resilience that develops rapidly in

childhood and adolescence, the development of career resilience can be through guidance and counseling services, which focus on developing career resilience attributes.

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