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## **Career Counseling Urgency: Career Planning Capability of Substance Users in the Rehabilitation Process**

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**Abstract:** Individuals with substance abuse disorders (S-AD) are also human beings who need self-development and future careers. The career development of individuals with GPZ hasn't been fully considered in planning drug rehabilitation programs, although overall, the rehabilitation program has been excellent. Measurement of career planning ability needs to be measured by the condition of individuals with GPZ. The purpose of this study was to analyse the career planning abilities of individuals with GPZ undergoing drug rehabilitation and the urgency of career counselling. Mix-method research with explanatory sequential design begins with quantitative data and then integrates qualitative data. The data on career planning ability variables were collected on research subjects in individuals with GPZ. Quantitative data were collected through a career planning ability questionnaire with 32 questions, then qualitative data through interviews with one individual, all taken by random sampling—the average career planning ability of individuals with low GPZ. Counsellors should be able to develop ten career planning skills on how to learn information, career discussions with adults, training related to education, knowledge of working conditions, discussion of career challenges, planning work after rehabilitation programs, managing leisure time, developing self-confidence during rehabilitation, as well as the state of oneself when working without illegal drugs. Although career planning skills are low, addiction counsellors have a role in their development, with ten abilities discovered through career counselling. Career counselling as an addiction counsellor attempts to help individuals with GPZ develop their potential.

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**Keywords:** Career counselling, career planning, rehabilitation

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## INTRODUCTION

The problem of drugs in Indonesia is a very worrying condition that impacts children, adolescents, adults, and the elderly. The state that not all substance abusers are dealers, including victims, allows individuals to be rehabilitated as a suitable option through legal and medical assessments. The drug rehabilitation program is also an option to help increase the ability to adapt, be independent, and be part of self-helping, one of which is being able to plan one's career. One way to do this is to start with challenges that are more important than his own (Åberg & Riipinen, 2021) and psychosocial development (Smedema & Ebener, 2010).

Not all rehabilitation programs are implemented in the process of recovery from substance use, but rehabilitation programs don't reach the development of potential and abilities for individual career plans. There is also a history of drug use affecting career expectations (Bartlett & Domene, 2015). If this condition occurs, individuals are also less equipped with skills that support work. The development of career planning (Supriyanto et al., 2022) for individuals undergoing outpatient or inpatient rehabilitation is rarely discussed or implemented but is urgent and essential for individuals. Career guidance is basically to help individuals see opportunities and opportunities, which impact career planning abilities when returning to post-rehabilitation society (Nihayatul Hidayah, 2020). In comparison, career counselling for individual substance users is an urgency that must be carried out to increase the competence of addiction counsellors and increase the career abilities of individual substance users to be prepared to return to society. Counselling will be effective if individual substance users want to change themselves with family support (Isnaeni et al., 2020).

Individual career planning is also at least a program for addiction counsellors as professionals based on life skills (Lestari, 2017). Career planning is a self-perception of ability in work (Praskova et al., 2015). Individuals who undergo rehabilitation with a career counselling program will be more prepared to return to society with career potential to make the right career decisions. Career planning skills impact career success by getting a job and the expected income, social status, and community rewards. In contrast, if an individual fails in a career, it will have a negative impact, one of which is psychological, mental and physical health (Fatmawati, 2015). One of the studies describes five stages of career development by improving, firstly, the understanding of one's potential through one's talents, interests, and abilities; second is about the values of self and social life; third is about understanding the environment that supports careers; fourth about career barriers and solutions to overcome obstacles; and fifth about plans (Ayuni Laili, 2021).

Career planning is a manifestation of interest and work goals in individuals. Individuals can have core skills, innovation skills, life skills, and digital literacy skills (Kivunja, 2014) to develop career planning skills. Mahatma Gandhi teaches all individuals to know all about the career path that individuals want to achieve (Devika & Arulmani, 2014), then dare and confidently plan a career as a form of career planning skills. Individuals who can't arrange a job impact the emergence of unemployment, affecting the inability to work due to psychological factors (Hogan et al., 2013). Unemployment among substance users will lead to other problems or a tendency to

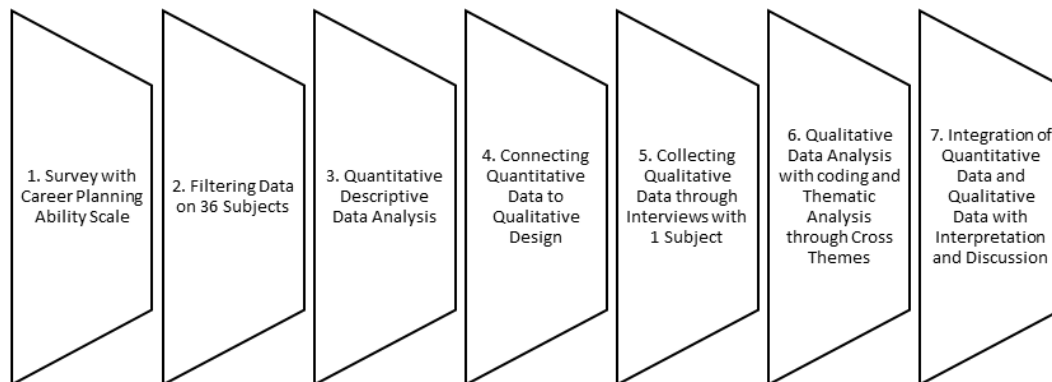
relapse.

Addiction counsellors must be able to identify and measure individual abilities regarding career planning abilities. In reality, addiction counsellors only focus on the individual's mental and psychological substance use recovery. Addiction counsellors need to be equipped with career planning skills and indicators, including learning about career information, discussing career challenges, training, knowledge of 21st-century working conditions, education, self-planning skills, career opportunities, and time utilisation (Suherman, 2013). Identification of career planning abilities used by addiction counsellors to measure career planning abilities that can be supported by qualitative career planning information from individuals with GPZ (McMahon et al., 2019). The purpose of this study was to analyse the career planning ability of individuals with GPZ who underwent outpatient drug rehabilitation and to discuss career counselling that helps individuals to be able to plan a career. The big challenge for individuals after rehabilitation is discovering the world of restoration. The challenge of addiction counsellors is to help individuals establish themselves with career success that can prevent relapse.

## RESEARCH METHOD

### *Research design*

Mix-method research through sequential explanatory design. The research variable in this study is the ability to plan careers, with the research subject being individual substance users who undergo drug rehabilitation programs. The sequential explanatory design begins with collecting quantitative data through surveys and then proceeds with qualitative data with narrative studies.



**Figure 1.** Visual Model of Explanatory Sequential Design Research Procedure to Analyze Career Planning Ability of Individuals Undergoing Rehabilitation Programs

### **Data source**

Data on individuals totalling 36 people was distributed with a scale, and one individual was interviewed. Thirty-six people individuals are undergoing drug rehabilitation in the Special Region of Yogyakarta, Indonesia (Bidayatussolikin Islamic Boarding School and Grhasia Mental Hospital). One person interviewed was an individual who had left drug rehabilitation but was still doing counselling with an addiction counsellor at the National Narcotics Agency, Yogyakarta Special Province.

### **Data collection technique**

Survey with a random sample of 36 people through a career planning scale, followed by an open interview with one person. The data collection results were analysed quantitatively and then qualitatively to find integrative information.

**Data analysis technique**

Analysis of research data with two quantitative methods and then qualitative methods. Analysis of quantitative data through quantitative descriptive analysis with percentages and standard deviations to determine the condition of career planning abilities. Thematic qualitative analysis by coding through three stages of data reduction, data display, and data interpretation about the career planning skills needed by individual substance users in rehabilitation programs. The quantitative and qualitative analysis results are integrated and discussed as the main study and develop policies in services by addiction counsellors in drug rehabilitation programs.

**RESULT AND DISCUSSION**

**Result**

**Career Planning Ability Scale Grid Undergoing Rehabilitation**

The results of the documentation study found eight indicators of career planning abilities, including learning about career information, discussion of career challenges, training, knowledge of 21st-century working conditions, education, self-planning ability, career opportunities, and time utilisation (Suherman, 2013). Each indicator of the career planning ability instrument can measure according to the conditions of individuals with GPZ. The items have been arranged based on favourable and unfavourable items totalling 25 items that have tested the validity of the initial 32 items with data validity/Corrected Item-Total Correlation of 0.2709 and reliability with a high category of 0.854.

**Table 1.** Indicators of Career Planning Ability Instruments

No	Indicator	Item Number		Σ
		F (+)	UF (-)	
1	Studying information	1	2, 3	3
2	Talking about careers with adults	4, 5	6	3
3	Participate in training related to the desired education	7, 8		2
4	Knowing the desired working conditions	9	10, 11	3
5	Discussion about career challenges	12, 13	14	3
6	Can plan what to do after graduating from school	15	16, 17	3
7	Knowing how and opportunities to enter the desired career	18, 19	20, 21	4
8	Manage free time effectively	22, 23	24, 25	4
<b>Total of Items</b>		13	12	25

**Results of Quantitative Data Analysis**

**Table 2.** Indicators of Career Planning Ability Instruments

No	Indicator	Category				Averages
		Very High	Tall	Low	Very Low	
1	Studying information	3%	69%	17%	11%	Tall
2	Talking about careers with	6%	83%	6%	6%	Tall

No	Indicator	Category				Averages
		Very High	Tall	Low	Very Low	
3	adults Participate in training related to the desired education	8%	47%	36%	8%	Low
4	Knowing the desired working conditions	0%	61%	33%	6%	Tall
5	Discussion about career challenges	17%	36%	44%	3%	Low
6	Can plan what to do after graduating from school	17%	39%	36%	8%	Low
7	Knowing how and opportunities to enter the desired career	11%	39%	47%	3%	Low
8	Manage free time effectively	6%	56%	31%	8%	Tall
	<b>Average</b>	<b>3%</b>	<b>53%</b>	<b>36%</b>	<b>8%</b>	

The results showed that each indicator of career planning ability has different categories. The results of the quantitative analysis show that individuals undergoing drug rehabilitation on four (4) hands of career planning ability with a high/tall class on indicators about studying career information, discussing careers with adults, knowing desired working conditions, and managing free time effectively. Another fact is that the other four (4) indicators have a low category with arrows about participating in training related to the desired education, being able to plan what to do after graduating from school, knowing the educational requirements for the desired job, knowing how and opportunities to enter a career, which are expected.

The analysis of the overall average shows that the individual career planning ability of substance users is in a low category. Based on graph 1, it is explained that the most career planning abilities are in the high class, namely, as many as 19 substance users (53%). In contrast, in the very high category, there is one substance user (3%), and in the low sort, there are 13 substance users. (36%) and in the deficient category, there are three substance users (8%). This information allows individual substance users undergoing rehabilitation programs to plan careers for post-rehabilitation work. This quantitative data needs to be complemented by qualitative information so that whether such conditions are sufficient or other indicators that need to be developed in career counselling services.

### **Qualitative Data Analysis on Planning Ability of Individuals Undergoing Drug Rehabilitation**

The data results focused on ML's career planning ability during outpatient rehabilitation. The data collected is then reduced and presented through tables. The data is then interpreted with the support and comparison of various scientific studies.

Planning work during outpatient drug rehabilitation has difficulty. This condition occurs in individuals because they are caught with drugs. Career planning ability impacts the ability to find a job that suits the individual, so it is very urgent to be analysed—the analysis results as a career counselling service strategy by professional addiction counsellors. The facts of self-confidence and the effects of drugs are felt. The following are various ML subject expressions related to career planning skills, then recommendations for policy development solutions for rehabilitation programs to facilitate individual career planning abilities.

ML is an individual who has used various drugs since junior high school and graduated from high school, and is 26 years old. ML works as a handphone counter employee. ML's parents and the owner of the handphone counter were known, but they did not know in detail that ML used drugs. Their parents and the owner of the handphone counter knew that ML was using drugs when he was arrested and was undergoing outpatient rehabilitation. The current condition is that outpatient drug rehabilitation has been carried out. To meet the needs and pay for drugs from psychiatrists when there is no outpatient drug rehabilitation because they have been removed from the workplace. This condition requires careful career planning skills to live without drugs and work.

**Table 2.** Expression of Career Planning Ability of Individuals Undergoing Rehabilitation Programs

No	ML Subject Phrases	Name Code
1	Yes, it's like being a person who, in my opinion, is more typical, sir, by being able to adapt, talk to everyone, and be more open.	M.6.29
2	I knew that before, but I know when I'm gone. Then at first, it stopped; I still use the medicine daily, sir.	M.6.59
3	I work as an HP counter guard, sir. I worked from high school graduation until yesterday when I was caught, then quit the HP counter in the Pleret area.	M.8.06
4	Yes, I was counselling about my complaint. Yesterday I gave enzyme vitamins.	M.8.48
5	Yes, now my parents know, and coincidentally I have also been out of work for two months, then there is no maximum income, so for two months, I don't use vitamins, sir.	M.9.12
6	The catch problem then my boss found out. I've known for a long time but didn't know, then only given evidence so that yesterday learned. And not continue work.	M.10.19
7	I'm more sorry, sir—regret buying drugs. If I see, many old packs talk about psychotropic substances like pills. Some channels speak about drugs, addicts, and the like.	M.11.11
8	Still, if you have the money, if I have money, I usually use it to check.	M.12.49
9	Using it to move is not good because it's heavy and sometimes painful, and you get tired quickly. I slept a lot, and when I woke up, I couldn't move my head like a needle was stabbing me. I am often in a hurry and confused, and if there are activities such as indifferent.	M.14.12
10	To-do list and flexibility.	M.16.10
11	Because of my innate, a bit slow usually to communicate.	M.16.38
12	I became depressed after I tried the tablet and felt more restless.	M.16.53
13	My goal is to have a will, and I'm not ready. Have thoughts for saving and motivation for strengthening.	M.17.42
14	There was once job information, but friends only provided information if there were vacancies. I got job information as well as Facebook.	M.18.10
15	Lack of confidence does not continue to be more to his fear.	M.19.35
16	You can forget.	M.20.48
17	I thought about quitting, sir, and it turned out to be very difficult as	M.21.42

No	ML Subject Phrases	Name Code
	time passed. Yes, it's not good if you stop, and if you are immunised, suddenly, life feels lazy. Life seemed less, despite the advice from BNN that I would be allowed to see a psychiatrist.	
18	They can speak but stutter a bit.	M.22.43
19	Yes, and there is also a fear of communicating.	M.23.32
20	You can, but the communication style is very different because of the effect of not wearing it.	M.24.32
21	His salary from the boss is Rp. 1,500,000.00 and below, and there is a bonus. The bonus for each HP is different, depending on the HP price.	M.25.01
22	Can be trained, but no training during rehabilitation.	M.26.20
23	I want to, but the work can also be done at the HP counter. Many apply but get it at the HP counter.	M.26.52
24	I was still waiting for the information. I was more competitive with other applicants than competitors and was the first to be interviewed.	M.27.00
25	The Piyungan office is the centre, but the branch is in Pleret. After being accepted, I applied for a job at Pleret for close and placement.	M.30.01
26	After the intention stops, it then smooths again. With time, it is tough not to use, and the body aches. When filling out the questionnaire, the meaning of my life seemed to decrease. Life seems meaningless. Suggestions from BNN are also for psychiatrists, psychologists, and counsellors sometimes if the night has a feeling of wanting and remembering to wear it again.	M. 32.21
27	I intend that it will be difficult if I don't use it. The body also feels sore and stiff etc.	M.34.42
28	Period of decline because there is no use and no work. Looking for a job and haven't been able to, so that impacts silence. Last worked early May, until now not working. Go online and find a job. After I don't use it, it feels terrible, especially in a crappy band job.	M.36.02
29	You can, but you don't know how to do it. But still, remember sometimes in the brain to retake the drug.	M.37.42
30	I feel sick and sore when I sleep, primarily s, sleep because I haven't worked. I press my body and feel a good sensation. This body doesn't feel good. Sometimes, if the night has that feeling, there is a little sense of wanting and remembering.	M.38.02

The first is about studying career information as a first step. The digital era is for anyone to research and seek career information, including social media and other media. Individuals must be able to explore careers and plan careers from various digital media. Career discussions with parents and colleagues are critical. The age that is no longer young for ML and as a man has to work. Discussion of future design and work as something that must be conditioned. Individuals undergoing rehabilitation, in addition to recovery, are also able to discuss careers and futures. In addition to the findings about the absence of training in outpatient drug rehabilitation as an important note, it is different from inpatient rehabilitation. ML requires training, but due to limited funds, ML conducts independent training. This condition is very important for evaluating the implementation of career training during the rehabilitation process and career counselling services.

Individuals must also be able to analyse working conditions in any environment. In addition, it also analyses your ability to work according to your passion, talent, and interest. The desired job will be the key to the success of individuals who will later finish undergoing an outpatient drug rehabilitation program. Individuals during rehabilitation are also required by themselves to be able to work to pay for drugs from psychiatry. The main challenge is the recovery that has not been maximised but requires work to pay for drugs to recover medically and psychologically. It's a big challenge to recover and plan work with various job information that suits the individual. This condition allows individuals to have the opportunity to work according to their abilities.

The timing of rehabilitation through counselling and medical and physical recovery with the search for costs is also a concern. Individuals must manage themselves effectively to plan work according to themselves and job opportunities. Under the same conditions, individuals must be able to analyse their abilities about their, strengths and weaknesses, so they can find jobs that match their criteria. Another obstacle is living without drugs, especially when working later. Self-recovery is a condition that is not impossible and indeed can be. Individuals must be able to analyse themselves to function without drugs—the redirect method is an alternative. Counsellors can carry out career counselling combined with counselling to discover the meaning of life. From this analysis, indicators of career planning ability are developed that are suitable for individuals undergoing an outpatient drug rehabilitation program.

**Table 3.** Indicators of Career Planning Ability of Individuals Undergoing an Outpatient Rehabilitation Program

No	Indicator of Career Planning Ability	Code
1	Studying information	M.18.10
2	Talking about careers with adults	M.25.01, M.30.01,
3	Participate in training related to the desired education	M.26.20
4	Knowing the desired working conditions	M.9.12, M.26.52
5	Discussion about career challenges	M.10.19
6	Can plan what work to do after or during the rehabilitation program	M.26.52
7	Knowing how and opportunities to enter the desired career	M.8.06, M.26.52, M.27.00
8	Manage free time effectively	M.16.10
9	Development of self-ability while undergoing rehabilitation	M.6.29, M.12.49, M.16.38, M.17.42, M. 32.21, M.37.42, M.38.02
10	Self-condition when working without illegal drugs	M.14.12, M.16.53, M.18.10, M.20.48, M.21.42, M.22.43, M.23.32, M.24.32, M. 32.21, M.34.42, M.36.02, M.37.42

### Discussion

The discovery of career planning ability indicators can measure individual abilities with the GPZ on career planning. Ten indicators of career planning skills that need to be possessed and developed include seeking job information, talking about careers with colleagues and parents, training for jobs, analysing working conditions, discussing job challenges, planning jobs during or after rehabilitation programs, planning how to apply for jobs, setting time, self-analysis of ability to be ready to work, and self-analysis of



conditions to function without drugs. All indicators can then be supplemented with career counselling services. The role of a professional addiction counsellor requires skilled individuals (Capuzzi & Gross, 2013). Another fact is the emergence of gaps in the knowledge of addiction counsellors as social workers that does not only focus on the recovery of individuals with GPZ (Mekonnen & Lee, 2021).

There have not been many studies measuring career planning abilities in individuals with GPZ. School counsellors have measured many jobs on students, while the role of addiction counsellors has never been touched. Another study found that career evaluation was also conducted on working individuals who were compared between men and women (Toggweiler & Künzli, 2020). It is crucial to improve career planning skills so that individuals with GPZ during the rehabilitation process can also prepare for future careers.

Individuals with GPZ in career planning must learn about career information and 21st-century career conditions. Career information is an in-depth study for individuals to be able to analyse their careers in the future. Career information is also an individual need assessment (Prabowo, 2019). Individuals can use information technology to plan future careers (Sampson Jr & Osborn, 2015; Syakir et al., 2016), especially career information services (Tumanggor et al., 2018) by addiction counsellors. Career information impacts knowledge and expectations in the future (McNally, 2016). In addition, individuals with GPZ must also know about careers in the 21st century. Individuals must have a work ethic, career navigation, and innovation as characteristics of workers ready to face the challenges of the 21st century (Rojewski & Hill, 2014; 2017).

Individuals must be innovative and independent to plan future career challenges (Black, 2020). Career challenges and self-preservation in a career through training have not emerged in outpatient drug rehabilitation programs. The current career challenges of comparing gender are not significant, but individuals must have consistency in their work (Mainiero & Gibson, 2018). Individuals in careers must also be able to face challenges and minimise stress (Keller-Schneider et al., 2020), especially free from drugs. Training is an informal educational process to be able to develop potential that affects career plans (Preenen et al., 2015) and efforts to improve the quality of human resources (Tabor, 2014), as well as self-development (Amin et al., 2014). Formal education also affects individual careers, but skills predict personal career success (Wiedner & Schaeffer, 2020). Self-identity also needs to be developed to face career challenges (Agungbudiprabowo et al., 2018).

Career planning ability needs to be measured using time, opportunities, and career planning. Individuals must be able and ready to face career challenges with career adaptability, resilience, and overcoming career problems (Lent, 2013). Individuals who can have extensive career planning have career capital through human capital, social capital, and psychological capital (Direnzo et al., 2015). Career planning ability indicators have also included ten relevant indicators. They can be analysed from individual abilities related to careers after outpatient drug rehabilitation so that addiction counsellors can carry out career counselling.

### **The Urgency of Career Counseling Services as Part of the Drug Rehabilitation Program**

Five factors influence the careers of individuals with GPZ who undergo rehabilitation education, background, placement, clients, and rehabilitation staff factors (Salamonson et al., 2018). Career counselling as a strategy in the development of career planning. The results of research from career counselling services that focus on the locus of control and self-concept have a positive impact on career planning and career maturity

in drug rehabilitation programs (A. A. H. B. Shafie et al., 2018) so that counsellors motivate cognitive and behavioural changes (Sheward & Branch, 2012). Career counselling will also develop career health (Chen & Shields, 2020) in individuals sentenced to undergo drug rehabilitation programs.

Career counselling is an aid to developing individual potential with GPZ. Individuals with GPZ have equal career opportunities. A career will make individuals motivated and change into better people. Career counselling provides hope and motivation about life's meaning (Bartlett & Domene, 2015). Career counselling interventions also prevent unemployment in individuals who have undergone drug rehabilitation, one of the effects of which is preventing relapse conditions (A. A. Shafie et al., 2019).

## **CONCLUSION**

Individual career planning ability with GPZ has a low average. Counsellors should be able to develop ten career planning skills from how to learn information, career discussions with adults, training related to education, knowledge of working conditions, discussion of career challenges, planning work after rehabilitation programs, managing leisure time, developing self-confidence during rehabilitation, as well as the state of oneself when working without illegal drugs. Addiction counsellors can design drug rehabilitation programs, including career counselling services. Career counselling services can grow career expectations and prevent relapse. Career counselling from addiction counsellors helps independence and prepares career planning skills, career maturity, and post-rehabilitation self-development through jobs matching individual potential.

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