

# A Design of Blended Learning Core Curriculum based on Personalized Learning for Career Readiness

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**Abstract.** This study aims to design a core curriculum with a blended learning method based on personalized learning for students' career readiness. Career readiness is an internal aspect that needs to be prepared for since school. Seeing the current situation, it is essential for teachers, especially guidance and counselling in schools, to continue innovating and adapting in preparing students who have career readiness according to student characteristics. Core curriculum can be one of the services provided in schools. Services can be provided using a blended learning method based on personalized learning. Blended learning was chosen to adjust to the situation in COVID-19 to continue to carry out activities face to face and online. On the one hand, personalized learning was chosen to be the basis for providing services because personality learning explains the characteristics of students more profoundly. This study uses a literature review method. This research aims to produce a core curriculum blended learning design based on personalized learning that can be applied in developing students' career readiness.

**Keywords:** Blended Learning; Core Curriculum; Personalized Learning, Career Readiness

## 1 Introduction

Career readiness is something that is always emphasized in any situation and condition. Having good career readiness in oneself will help someone in facing the world of work optimally. The positive impact that will be obtained will provide benefits for yourself and the surrounding environment. Career readiness need to be prepared in the school. Choosing a future goal based on competence and potential is a task of adolescents [1]. According to Gysbers & Lapan career ready student will have a resilient, proactive, and adaptive style of interacting in the present and use to move towards self-defined career futures that add purpose, meaning, and satisfaction to their lives [2]. Career readiness will be very much needed even in the current situation and condition of the COVID-19 pandemic. Therefore, career readiness in schools needs to be prepared to adapt to the current situation and conditions. New patterns, formats and learning applied during a pandemic are make new habits and adaptations, or it can be said to be "new normal" [3]. Teachers, especially guidance and counselling, play a role in developing career readiness.

Guidance and counselling teachers can provide services according to student needs so that student career readiness can develop and be well-formed. This is because guidance and counselling have an essential role in achieving optimal student potential development [4]. One of the services that can be applied is the core curriculum. The core curriculum provided undoubtedly needs to be designed to be applied even in the conditions of the COVID-19 pandemic. Based on survey of Microsoft and McKinsey & Company's Education Practice, Student want to Improve the skills to navigate their own learning—to explore and make a decision that open their curiosity and potential [5] Therefore it is necessary to design the core curriculum in such a way and adapt to the current situation. In addition, the designed core curriculum will focus more on what students need in terms of career readiness so that the services provided will follow the characteristics of students.

## 2 Methodology

This study uses a literature review method. The literature review is the process of collecting literature that has been written and published by other authors [6]. The literature review method conducted a wide range of resource literature and the relevant content to make a comprehensive and coherent understanding [7]. Researchers collect various sources such as books, journals, articles and so on. In this study, the researcher collected various kinds of literature related to the topics discussed such as Career readiness, core curriculum, Blended learning and Personalized learning. Sources of information are obtained and begin to correlate various related factors from each aspect and topic discussed. From this research, we look for the correlate of career readiness and core curriculum first, and then design the core curriculum with personalized learning using blended learning style.

## 3 Result and Discussions

### 3.1 Career Readiness

Career readiness is something that everyone needs to have. As for career readiness, it helps someone to master various kinds of abilities to improve one's quality. According to the Association for Career and Technical Education Career readiness involves three major skill areas: core academic skills, employability skills and technical job-specific skills [8] The abilities in career readiness are as follows.

**Table 1.** Career Readiness Aspect [9]

<b>The aspect of Career Readiness</b>
Self-Awareness
Career Awareness
Post Secondary Aspirations
Post Secondary Options
Environmental Expectations
Academic Planning
Post Secondary Skills
Financial Literacy This

The aspect of career readiness needs to be studied because every aspect has an important role when someone is working. Each aspect has its role and will help someone in various kinds of problems. Therefore, it is necessary to develop career readiness from the start.

### 3.2 Core Curriculum

Guidance and counselling have various services, one of which is an essential service or core curriculum. According to ASCA, the core curriculum is a planned instruction given to all students, both classes and large groups of students [10]. The school counseling core curriculum is a several strategies and activities that address the career, academic, and social-emotional improvement of every student [2]. The core curriculum is given to all students, whether they need it or not. The core curriculum aims to develop the potential of each student even in a class format by structured ways [11]. The provision of core curriculum services is to provide comprehensive information and student needs. The core curriculum requires teachers to plan services and evaluate services' effectiveness towards achieving the goals [10]. Therefore, a core curriculum is provided to all students so that the benefits received are comprehensively and comprehensively.

### 3.3 Blended Learning

Various learning methods can be applied in the core curriculum, one of which is blended learning. Blended learning is a method that not only combines two methods (traditional and technological), but some various models and processes need to be passed. This learning method will provide a teaching experience that will not forget the essence of face-to-face learning. In addition, there are various advantages of blended learning. There are three main reasons teachers choose blended learning: Improved student learning, increased access and Flexibility, and Increased Cost Efficiency [12]. With this convenience, it will be easier for teachers to design lessons given to students. Through blended learning, students will learn a variety of materials much more flexibly. Blended learning has the following forms.

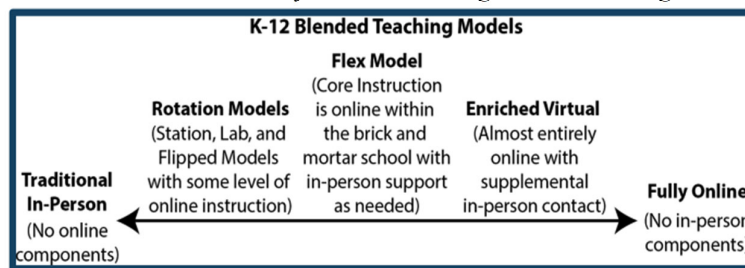


Fig. 1. Spectrum of models of blended teaching for K-12 and higher education [12]  
Source: K-12 Blended Teaching A Guide to personalized learning and online integration

From the illustration, blended learning is divided into several types and is given according to the characteristics of students. Students will learn more from the blended learning model and learn about something with a model that suits their needs. According the design above, learning or service will be more flexible.

### 3.4 Personalized Learning

Knowing the characteristics of students in learning can help in determining the appropriate material for students' needs. The more you know the students' character, the easier it will be for the teacher to adjust the services provided to students. One way that can be applied in services is personalized learning. Personalized learning is a process that can be applied to find out the needs and characteristics of students in more detail. According to The US Department of Education, personalized learning is a guide in optimizing learning according to the needs of each individual [13]. The needs of these students will be the basis in designing the services provided. However, personalized learning itself already has a general form. There are five stages carried out in personalized learning: Assessment phase, Teaching and learning phase, Curriculum choice phase, Radical departure from typical education models phase, and Education beyond the classroom phase [14]. Various kinds of needs to describe individuals in learning will be described through personalized learning. This includes several things that will be the focus of work, according to Scott Benson, Program Officer for the Bill & Melinda Gates Foundation in, among others, the following [14].

**Table 2.** Working list of essential attributes for a personalized learning model

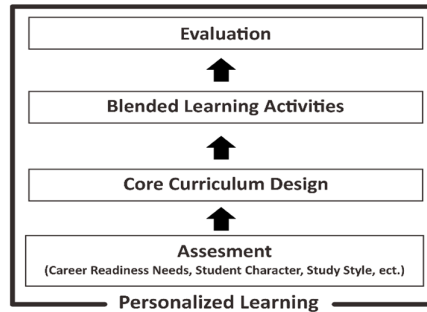
<b>Identified Working List</b>	<b>Description</b>
Learner Profiles	Captures individual skills, gaps, strengths, weaknesses, interests & aspirations of each student.
Personal Learning Paths	Each student has learning goals & objectives. Learning experiences are diverse and matched to the individual needs of students.
Individual Mastery	Continually assesses student progress against clearly defined standards & goals. Students advance based on demonstrated mastery.
Flexible Learning Environment	Multiple instructional delivery approaches that continuously optimize available resources in support of student learning

Each working list will be adjusted and can be a reference for teachers to determine the learning design that will be given. This will greatly assist teachers in understanding students personally and provide material to students more focused and according to student needs.

### 3.5 Design of Blended Learning Core Curriculum based on Personalized Learning for Career Readiness

Establishing career readiness can be done through the core curriculum. However, considering the development of technology and the current situation, it is necessary to design the core curriculum to be more flexible and in line with the times. Blended learning can be one method that can be applied in the core curriculum. Core curriculum with blended learning will emphasize the implementation, concepts and media used when providing the services. Of course, it will be carried out during several service meetings to be more effective in providing this service. Each of these services will be designed so that the focus and objectives of the core curriculum to shape student career readiness are more suitable for students. For the focus and purpose of service delivery to suit students, the foundation of the core curriculum blended learning is personalized learning. In general, the process of personalized learning already has its stages in providing learning. Instructional approaches, Learning objectives, and instructional content may be based on learner needs [13]. However, the focus and purpose of personalized learning will play a role in providing a core blended learning curriculum. Personalized learning becomes a system that focuses on knowing individual students from

their strengths, needs, interests, and goals [15]. The following is the basic scheme of personalized learning in the core curriculum blended learning in shaping students' career readiness.



**Fig. 2.** Design of Blended Learning Core Curriculum based on Personalized Learning for Career Readiness

Based on the graph above, personalized learning is the foundation of all blended learning core curriculum activities. At the initial stage, an assessment will be carried out to find out how to learn, the need for career readiness, how to learn, etc. The personalized learning assessment stage will be more related to the needs of aspects in career readiness that need to be studied. Then the teacher will design the core curriculum based on the assessment that has been done. Furthermore, in the part of blended learning activities, there will also be known about the patterns and ways of student learning. The blended learning section will also determine the model of activities carried out online or virtual and carried out offline or face to face. In addition, at the activity stage, the content given at each meeting will adjust to each student. Then when giving assignments when providing career readiness material, it will be adjusted to the characteristics of student learning, whether audio, visual or kinesthetic. After having conducted several meetings, the next step is to conduct a personal evaluation session that adapts to the way students learn, whether audio, visual or kinesthetic. Based on the design above, it can be concluded that there will be various ways of learning, and the material will suit each student's personality. Thus, students' career readiness can be trained according to personal needs.

#### 4 Conclusion

The times have demanded various things for one's readiness to work. Whatever the conditions and situations of the world today, career readiness is one of the abilities that a person needs to have when entering the world of work or already in the world of work. Being a person who is ready and has mature career readiness, of course, needs to be prepared since becoming a student. One way that can be applied in developing student career readiness in schools is through core curriculum services. Of course, the guidance and counselling teacher plays a role in designing the core curriculum according to the times, student needs, and current conditions. Using the blended learning method will make learning much more flexible and more adapted to the times and current situations and conditions. Not only combining two learning methods into one, but blended learning will emphasize the essence of learning to use technology without having to forget face-to-face learning. This is chosen to give students the

meaning of learning that is not only scientific but also activities that students can learn from face-to-face.

Career readiness has various aspects that need to be studied. Learning and preparing aspects of career readiness will be much more effective if students feel these aspects. So the design of the core curriculum blended learning design needs to emphasize the students' focus, goals, and needs. This process can be done by implementing personalized learning in service delivery. This personalized learning will be the basis for both assessment, service delivery and evaluation. In addition, this personalized learning will also explain to the teacher the characters, ways of learning, and career readiness needs that students need to learn. Thus, the provision of a core curriculum given to all students will be more personal and more specific to the personal needs of students. It is hoped that there will be further research to improve the design of this service so that the career readiness of students who receive services will be more effective and well-formed.

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