

An Analysis of the Needs of the Counselor Profession in Rejang

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An Analysis of the Needs of the Counselor Profession in Rejang Lebong and Efforts to make it real

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ABSTRACT

The purpose of this study is to describe the professional needs of counselors in Rejang Lebong and to describe how the efforts of IAIN Curup in realizing the counselor profession are. This type of research is a qualitative research, using interview, observation and documentation analysis techniques. The results of this study indicate that first the Counselor Profession is urgently needed in Rejang Lebong because of environmental conditions that require a counselor profession and also the development of the industrial world resulting in the community needing a counselor profession. Due to the needs of great counselor of now day era, this study becomes a problem solver to find the great criteria which is needed for good counselor in the future. What is needed in Rejang Lebong is a counselor who has stable emotions, a counselor who can be used as an example, a counselor who has broad insight, a counselor who can be relied on, and has a solid personality of integrity. The two efforts of IAIN Curup in realizing the counselor profession are quite a lot, including in realizing S1 or S2 counseling guidance, and the existence of an educated profession, as well as the availability of facilities and infrastructure to support learning so that it will produce professional students both in terms of pedagogic, social, personality and personality competencies also profession. This research is limited on counselor characteristics and how to realize it, but this research needs deeper study to analysis counselor problem to become all around-counselor which means can handle every situation.

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1. INTRODUCTION

Guidance and counseling are an integral part in the world of education, in this case guidance and counseling teachers who are the implementers of all guidance and counseling service (BK) activities, one of which is to help counselors achieve optimal self-development. Raharjo and Gudnanto said understanding the individual's overall problems both the problems faced and their background is important in guidance and counseling. Then the individual will get optimal service (Kumara & Lutfiyani, 2017).

Guidance and counseling services are an integral part of education in Indonesia. As a professional service, guidance and counseling service activities cannot be carried out carelessly, but must depart and stand from a solid foundation, which is based on the results of in-depth thinking and research. With a clear and solid foundation, it is hoped that the development of guidance and counseling services, both at the theoretical and practical levels, can be more stable and accountable and able to provide great benefits for life, especially for service recipients (clients) (Aisyah, 2017).

Along with the times, both in the field of technology and science today, it not only makes it easier for us in life. But behind the conveniences in this life, there is still a negative effect of it all. One of them is in the field of psychology, there are many cases of psychology that have arisen that are experienced by society now. Modernity brings two impacts at once on human life, the first is a positive impact and the next is a negative impact. On the positive impact itself, there are several important points that have been felt, namely changes in values and attitudes. This change occurred because society was shown to have a thinking pattern that changed from an irrational mindset to a rational one. In addition, there are also developments in the fields of science and technology. This development can cause people to move more easily and can encourage people to think more forward. Meanwhile, on the downside, the highlight is the resulting social inequality. The social inequality caused by this modernization can be seen through the phenomenon of the occurrence of social groups such as hawkers, unemployed, street vendors and others, and causing a strengthening of the gap between educated society and uneducated society and can cause changes in the social order that exists in society (Hasanah, 2015).

To overcome the problems that arise, science that is qualified in solving psychological problems is certainly sciences related to human psychology. That is why now there are more experts who are professionals in the field of psychology. One of them is the guidance and counseling profession which is not only an educational basis but also in other aspects of guidance and counseling. In terminology the American Personnel and Guidance Association (APGA) in Tohirin (2008) defines counseling as a relationship between a professional and an individual who needs help related to ordinary anxiety or conflict in decision making.

Education is the basis of all fields to educate the nation's life, both formal and non-formal. Education is organized to provide a foundation of knowledge, attitudes and skills for learners. Educators are expected to be able to form independent quality human resources. An educator should be an educator who is professional in their field in order to provide quality to students (Santika, 2020).

The need for the counselor profession is very much needed, especially in this millennial era. In line with research conducted by Yunita Dwi Setyoningsih, in her study explaining that adolescent morale, which is one of the social problems, moral degradation could be interpreted as saying that the moral quality of adolescents at this time continues to decline and seems increasingly uncontrollable. The attitude and professionalism become a challenger of a counselor in the millennial era is expected to take a greater role in social personal guidance services in an effort to prevent the moral degradation of adolescents (Setyoningsih, 2018). This research gives focus on the building characteristics of counselor. It is happened because the necessary of education world which is developing all the time. Thus, the needs of great counselor become an important thing to develop. It is good for helping students' characters in the school, so they can control the emotion to be better, for example calmer in facing problem, enjoyable on every situation.

In a study conducted by Nanda Alfian Kurniawan, Randi Saputra, Annisa Arrumaisyah Daulay, and Zubaidah explained that it is important for universities to have the right learning model to

implement the principles of independent learning for prospective counselors. The learning model for prospective counselors is expected to be able to prepare the competencies of prospective counselors that are relevant to the needs of the education world and contribute positively to providing social capital for the wider community (Kurniawan et al., 2020).

BKPI IAIN Curup Study Program has a vision, namely "Becoming an Excellent Study Program in developing Multicultural-based Islamic Education Counseling Guidance, so that it can compete at the Southeast Asian level in 2045". The researchers chose IAIN Curup as the object of the research because IAIN Curup is the one of university in Curup which has guidance and counseling faculty in it and it also becomes the first Islamic guidance and Counseling base.

BKPI IAIN Study Program mission:

1. Organizing educational, teaching and research activities in the field of Islamic Education Guidance and Counseling which are oriented towards improving the quality of multicultural-based Human Resources (HR).
2. Develop the science of Islamic Education Guidance and Counseling through research.
3. Organizing community service in the field of Islamic Education Counseling Guidance to help solve problems related to community life.
4. Creating an academic climate that supports the personal development of students into scientists who are educators, researchers, knowledge developers, and care about the interests of society and the state
5. Organizing cooperation with institutions in the country and abroad that support the development of Islamic Education Guidance and Counseling programs.

The objectives of the Islamic Education Counseling Guidance Study Program (BKPI) at IAIN Curup are:

1. Producing graduates who are experts in the field of Guidance and Counseling Islamic education who are devoted to God Almighty, have charitable character, have good personality and have level 8 abilities in the field of Islamic Education Guidance and Counseling.
2. Producing scientific works based on research and community service in the field of Islamic Education Guidance and Counseling
3. Realizing the governance of the Study Program in accordance with the principles of Good University Governance.

Previously, researchers have found previous research that can be used as a reference and comparison, including research conducted by Nanda Alfian Kurniawan and Karina Anwar with the research title *Analysis of Material Needs of Guidance and Counseling for Vocational School Students in the Era of Independent Learning*. Wahyu Candra Apriliyanto's research with the title of *exploration of Contrasts in Advisor Execution in Carrying Out Single Directing Administration between Advocates alumni Guide Proficient Instruction and Instructors Who Have Not Received Advisor Proficient Training in Focal Java in 2010*. Research by Muhammad Rahmad, M. Husen, Fajriani entitled *Analysis of Student Needs in the Preparation of Guidance and Counseling Service Programs* (Rahmad & Husen, 2019). The difference of this research with the previously research are the previous research tried to find the material needs of guidance and counseling for vocational school, but in this research seeks to find the needs of counselor such as how to be a great counselor and to crate the counselor itself.

Graduates Profile of the Islamic Education Guidance and Counselling Study Program at the Master's level (S2) is an academic, researcher, practitioner, and supervisor of Islamic Education Guidance and Counselling who are able to develop Islamic education guidance and counselling theories based on Islamic teachings and ethics, expertise and science that are multicultural and produce creative, innovative, and tested works through an inter or multidisciplinary approach and are published and gain recognition from national and international.

Accordingly, based on the description above this research would seek the needs of Rejang Lebong of counsellor competency, the needs of counsellor profession in Rejang Lebong, and the last one would try to find how to realize the good competency of counsellor. So that, the researchers make the study

with the title *An Analysis of the Needs of the Counsellor Profession in Rejang Lebong and Efforts to make it real*.

2. METHOD

The authors in this study use a qualitative approach, because problems are related to humans which fundamentally depend on observation. According to Moleong (2011: 6) that Qualitative research is research that intends to understand the phenomenon of what the subject of the study experiences for example behavior, perception, motivation, action and others holistically and by means of descriptions in the form of words and language, in a special context that is natural and by utilizing various natural methods.

Furthermore, this study used three techniques in data collection, namely observation, interviews, and document analysis. Observation according to Nasution (Sugiyono, 2010: 310) states that "observation is the basis of all science". Researchers can only work on the basis of data, that is, facts regarding the world of reality obtained through observation. furthermore, there is an interview, Esterberg (Sugiyono, 2009: 72) explained that an interview is a meeting of two people to exchange information and ideas through question and answer, so that meaning can be constructed in a certain topic. and the last is the analysis document According to Danial (2009: 79) that: documentation studies are collecting a number of documents necessary as information data material according to the research problem, such as maps, statistical data, number and names of employees, student data, population data; graphics, drawings, letters, photographs, deeds, etc.

3. FINDINGS AND DISCUSSION

The Needs of Counselor Profession in Rejang Lebong

The needs of the counselor profession in rejang lebong are known from the results of the distribution of questionnaires, interviews, observations and documentation. The results of the distribution of questionnaires on the needs of the counselor profession in rejang lebong are as follows:

a. External Condition

The community stated that 20% strongly agreed, 29% agreed, 31% disagreed, 16% disagreed, 4% strongly disagreed that the environmental conditions of the people of Rejang Lebong Regency really needed the existence of a counselor profession. The public stated 15% strongly agreed, 36% agreed, 20% disagreed, 16% disagreed, 13% strongly disagreed that the geographical location of the area supports the needs of the counselor profession. The public stated that 25% strongly agreed, 28% agreed, 27% disagreed, 15% disagreed, 5% strongly disagreed that the development of the industrial world resulted in society in dire need of the counselor profession. The public stated that 22% strongly agreed, 31% agreed, 27% disagreed, 18% disagreed, 4% strongly disagreed that technological developments resulted in society in dire need of the counselor profession.

Based on the results of observations in Rejang Lebong that in Rejang Lebong, it is very much in need of counselors because in Rejang Lebong has environmental conditions, the community requires the existence of a counselor profession and also the support of the geographical location of the community that supports the existence of the counselor profession, developments in industrial technology that require the counselor profession.

Based on the results of an interview with Mr. Zikrin as the Principal of SMP N 1 Rejang Lebong, he stated that:

"The counselor profession in Rejang Lebong is very much needed, especially with environmental factors such as there are many BKPI Study Program Alumni in Rejang Lebong district and its surroundings"

This statement is also in line with what was conveyed by Mrs. Rini Nursanti as the Principal of SMP N 2 Rejang Lebong, she stated that:

"The counselor profession in Rejang Lebong is very much needed because of the emergence of problems in the community and can be helped by the counseling process"

Another statement was also explained by Mr. M. Amrin as the Principal of SMP N 4 Rejang he stated that:

"The counselor profession is very much needed because every school has provided counseling guidance, but the level of education is strata one, that is not enough yet a profession of expertise (counselor)"

In line with the statement above, it was explained by Mr. Beni Azwar as a lecturer in Guidance and Counseling at IAIN Curup he stated that:

"The Counselor profession in Rejang Lebong is very much needed, but in Bengkulu province, there are only two universities that have Guidance and counseling programs, in Rejang Lebong Regency which is the location of IAIN Curup is refuted by 3 provinces, namely South Sumatra, Jambi and Bengkulu with many Counselor Guidance alumni, it requires a Counselor Guidance Profession but the new Counselor Professional Education only exists at Padang State University (UNP) for the Sumatra region"

Another statement was also made by Mrs. Fadhila as a Lecturer at IAIN Curup, she stated that:

"The Counselor profession is needed in Rejang Lebong because it is to increase the knowledge and skills of Guidance and Counseling teachers, to help Guidance and Counseling teachers get teacher certification faster because it is one of the certification requirements"

Another statement was also made by Mrs. Elpa Susiana as the Principal of SMP N 5 Rejang Lebong, she stated that:

"The Counselor profession is needed in Rejang Lebong because the development of technology and the needs of the community are getting faster, it can trigger problems in the community, for this reason, counseling services are needed to overcome these problems that arise"

This statement is in line with the explanation of Mr. Waminuddin as the Principal of SMP N 6 Rejang Lebong, he stated that:

"This counselor profession is very much needed in Rejang Lebong, especially in increasing the competence of counselors to add knowledge in understanding and based on ICT"

b. The Advantages of Guidance and Counseling Scientific

The public stated that 26% strongly agreed, 31% agreed, 24% disagreed, 15% disagreed, 4% strongly disagreed that it requires the development of an updated and advanced science and profession in the form of counselor professional education. The public stated that 30% strongly agreed, 28% agreed, 23% disagreed, 14% disagreed, 5% strongly disagreed that it required an increase in the standard of competence of the counselor profession at the national and international levels in the form of counselor professional education. The public stated 27% strongly agreed, 29% agreed, 24% disagreed, 18% disagreed, 2% strongly disagreed that it required the assistance of the counselor profession to deal with developing cases.

Based on the results of interviews with several lecturers at IAIN Curup, they stated that this counselor profession is needed in Rejang Lebong because the community needs to improve the competency standards of the counselor profession at the national and international levels in the form of counselor professional education and the community also needs counselor professional assistance to face cases that continue to develop and the community needs counselors who have adequate abilities so that they are able to be an example.

One of the Principals of MTs in Rejang Lebong, Mr. Jhoni argued that:

"The counselor profession is needed in schools and also plays a very important role, especially in preventing or overcoming juvenile delinquency, the counselor profession needed in schools is a counselor who has a courageous attitude, especially readiness in opening up and readiness in reducing the risk of failure to a minimum and counselors who have high enough intelligence"

One of the PAI Teachers in Rejang Lebong, Mrs. Ayu stated that:

"The counselor profession needed in Rejang Lebong is a counselor who has good reasoning so that he can solve problems and be able to find solutions faced by students, and a counselor who is able to spawn various useful ideas"

c. Counselor Characteristics

The public stated that 25% strongly agreed, 31% agreed, 23% disagreed, 18% disagreed, 3% strongly disagreed that they needed a counselor who had good attitudes and behavior and became a role model to be modeled. The public stated that 24% strongly agreed, 30% agreed, 25% disagreed, 16% disagreed, 5% strongly disagreed that it needed a counselor who had stable, calm emotions, and if possible provided coolness to the atmosphere of guidance and counseling created by the counselor. The public stated 23% strongly agreed, 30% agreed, 25% disagreed, 18% disagreed, 2% strongly disagreed that they needed a counselor who had an independent nature. The public stated that 20% strongly agreed, 31% agreed, 29% disagreed, 18% disagreed, 2% strongly disagreed that it needed a counselor who had the weight of being a person who should be asked for help, attitudes, views, efforts, activities, initiatives, and the counselor's work. Society stated 21% strongly agreed, 31% agreed, 25% disagreed, 17% disagreed, 6% strongly disagreed that needing a counselor who had a steady personality integrity. The public stated that 20% strongly agreed, 25% agreed, 29% disagreed, 18% disagreed, 8% strongly disagreed that it requires a counselor who has an introspective attitude towards themselves, the environment, and the person he is guiding. The public stated that 28% strongly agreed, 30% agreed, 25% disagreed, 15% disagreed, 2% strongly disagreed that it needed a counselor who had a courageous attitude, was open, and ready to reduce the risk of failure to a minimum. The public stated that 22% strongly agreed, 28% agreed, 25% disagreed, 16% disagreed, 9% strongly disagreed that they needed a counselor who had a fairly high intelligence. The public stated 20% strongly agreed, 31% agreed, 29% disagreed, 18% disagreed, 2% strongly disagreed that needing a counselor who had good reasoning. The public stated 26% strongly agreed, 28% agreed, 27% disagreed, 15% disagreed, 4% strongly disagreed that needing a counselor who was able to share useful ideas.

The results of the questionnaire showed that the community in Rejang Lebong needed the characteristics of a good counselor. This is in line with the statement of Mr. Beni Azwar he is one of the Counseling Guidance Lecturers he stated that:

"The counselor profession in Rejang Lebong that is very much needed, namely requiring direjang Lebong not only requires counselors who are intelligent intellectually but also counselors who have stable, calm emotions, and if possible provide coolness to the atmosphere of guidance and counseling created by the Counselor"

This opinion is also in line with Mrs. Hartini who is also a Counseling Guidance Lecturer, she stated that:

"The counselor profession needed in Rejang Lebong is a counselor who has an independent nature and a counselor and the community needs a counselor who has the weight of being a person who should be asked for help, attitudes, views, efforts, activities, initiatives, and works of the Counselor"

This statement is also supported by the statement conveyed by one of the Rejang Lebong people who stated that:

"The counselor profession needed in Rejang Lebong includes counselors who have a steady personality integrity and the community needs counselors who have an introspective attitude towards themselves, the environment, and the person they guide"

d. Counselor Competence

The public stated 28% strongly agreed, 31% agreed, 23% disagreed, 16% disagreed, 2% strongly disagreed that needing a counselor who had pedagogical competence. Society stated 27% strongly agreed, 30% agreed, 24% disagreed, 16% disagreed, 3% strongly disagreed that needing a counselor who had personality competence. The public stated 26% strongly agreed, 30% agreed, 20% disagreed,

18% disagreed, 6% strongly disagreed that needing a counselor who had professional competence. Society stated 20% strongly agreed, 31% agreed, 29% disagreed, 18% disagreed, 2% strongly disagreed that needing a counselor who had social competence.

This statement is supported by Mrs. Elis who is one of the PAI Teachers in Rejang Lebong, she stated that:

"The professions needed in Rejang Lebong are counselors who have pedagogical competence, social competence, personality competence and professional competence as well as counselors who have reasonable temperament and if possible, are exemplary"

Based on the results of the overall analysis of the questionnaire statement about the needs of the counselor profession in Rejang Lebong, it was concluded that 20% strongly agreed, 31% agreed, 29% disagreed, 18% disagreed, 2% strongly disagreed. The data on the results of the questionnaire more clearly can be seen in the following chart:

Graphic 1
The Needs of Counsellor Profession in Rejang Lebong and The Effort to make it



From the results of questionnaires, interviews and observations of researchers, the author can conclude that the Counselor profession is needed in Rejang Lebong because environmental conditions that require a counselor profession and also the development of the industrial world result in the community needing a counselor profession. The counselor profession needed in Rejang Lebong is a counselor who has stable emotions, a counselor who can be used as an example, a counselor who has broad insight, a counselor who is able to be relied on, and has a steady personality of integrity.

Counselors are not only required to technically master the entire theoretical and practical aspects of Guidance and Counseling, but must also have all aspects of a positive personality. Any violation of the code of ethics can cause harm to the counselor himself or the party being served (Jumrawarsi et al., 2021).

The profession of counselor is closely related to the problems of human development, how they deal with and act in their social environment. The problems faced by humans become increasingly complex when entering the digital era with technological advances or commonly referred to as the era of globalization which makes the development of human mobility fast-paced (Kushendar, Maba, Zahro, 2018).

Based on the results of the questionnaire, interviews and observations of the needs of the counselor profession in lebong rejang are needed in Rejang Lebong because environmental conditions that require the existence of a counselor profession and also the development of the industrial world result in the community needing a counselor profession. The counselor profession needed in Rejang Lebong is a counselor who has stable emotions, a counselor who can be used as an example, a

counselor who has broad insight, a counselor who is able to be relied on, and has a steady personality of integrity.

IAIN Curup's efforts in realizing the counselor profession

The results of research on the needs of the counselor profession in Rejang Lebong, based on the interview and analysis of the methods used in this study, the author explains the results as follows:

Based on the results of observations at IAIN Curup that IAIN Curup has made various efforts in realizing the counselor profession such as IAIN Curup has conducted an analysis of the benefits of counselor professional education for universities, IAIN Curup conducts an analysis of the benefits of counselor professional education for the community at the local, national and international levels and IAIN Curup has prepared a governance that ensures the implementation of mutualism and sustainable cooperation with relevant professional and industry associations in order to update curriculum, standards, and competency tests.

Based on the results of interviews with several lecturers at IAIN Curup, they stated that IAIN Curup's efforts in realizing the counselor profession, IAIN Curup has prepared the study program management unit to have and implement a quality assurance system that covers all three aspects and is supported by a very complete SPMI document and IAIN Curup has designed counselor professional education explicitly stated in the strategic plan.

This is also in line with opinion of Mr. Beni Azwar he is one of the Counseling Guidance Lecturers he stated that in realizing the Counselor Profession including:

a. Undergraduate Education (S-1) in Guidance and Counseling

Based on the results of observations that at IAIN Curup there is already a counseling guidance study program not only for undergraduates at IAIN Curup, there is also a counseling guidance study program for masters.

This was also explained by one of the students of the guidance and counseling study program, he stated that

"IAIN's efforts in realizing the counselor profession include that a counselor guidance study program has been provided for both S1 and S2 and also IAIN Curup has designed counselor professional education explicitly stated in the strategic plan"

This statement is also in line with the statement made by Fadhila who is a counseling guidance lecturer, she stated that:

"IAIN curup's efforts in realizing the counselor profession include IAIN Curup has collaborated with various parties which include aspects of: 1. Formulation of learning outcomes, 2. Utilization of resources (facilities and infrastructure, facilities for practicum/practice/Teacher Service Practice activities), 3. Internships, 4. Absorption of graduates, 5. research competency test and community service"

In the Regulation of the Minister of Education and Culture Number 111 of 2014, it is explained that guidance and counseling as professional services in educational units are carried out by professional educators, namely Counselors or Guidance and Counseling Teachers. Counselor is someone who has academic qualifications of Bachelor of Education (S-1) in the field of guidance and counseling and has passed the Professional Education of Guidance and Counseling Teachers / Counselors. Bachelor of Education (S-1) in the field of guidance and counseling produced by the Educational Personnel Education Institution (LPTK) can be assigned as a Guidance and Counseling Teacher to provide guidance and counseling services in educational units (Zamroni & Rahardjo, 2015).

Guidance and Counseling Teachers or counselors are teachers who have full duties, responsibilities, authorities, and rights in guidance and counseling activities for a number of students. From these quotations, it can be complexly interpreted that BK teachers are educators who have a minimum academic qualification of Bachelor of Education (S-1) in the field of Guidance and

Counseling and have competence in the field of Guidance and Counseling and carry out tasks (Ardimen, 2018).

Based on the results of the interview in realizing the counselor profession, not only has an undergraduate counseling guidance study program but also at IAIN Curup also has a master's counseling guidance study program.

b. Educated Counselor Profession

Based on the results of observations at IAIN Curup, it not only facilitates such as counseling guidance study programs in an effort to realize the counselor profession but IAIN Curup also prepares a counselor who has pedagogical competence, social competence, personality competence and also professional competence.

This is also in line with the opinion described by Hartini she argued That:

"IAIN Curup has a policy of recruitment and selection of new students for counselor professional education that adheres to a non-discriminatory system which includes: (1) policies, (2) criteria, (3) instruments, (4) procedures, (5) a decision-making system, by selecting new students, counselor professional education that is quite strict, it will produce good outputs as well"

This statement was also explained by Mrs. Dini who is a counseling guidance lecturer, she stated that:

"IAIN Curup has a plan for the admission of counselor profession students in the first 4 (four) years that ensures sustainability, the fulfillment of minimum service quality, and the achievement of learning. Planning is supported by: 1. HR development plan, 2. Facilities and infrastructure, 3. Analysis of projections of prospective students, and 4. Target absorption of graduates"

This is also in line with Mr Beni Azwar's statement he argued that:

"IAIN Curup has prepared projections for the absorption of graduates of the counselor profession in the world of work in accordance with graduate learning outcomes which are based on the projection of mapping the supply and demand for the next five years of labor in accordance with the profile of graduates at the local, national, and international levels, and IAIN Curup has plans to provide services for students of the counselor profession in the form of activities: 1. guidance and counseling, 2. development of interests and talents, 3. coaching soft skills, 4. awarding of academic/non-academic achievements, 5. awarding scholarships, and 6. provision of health services, with these various efforts IAIN Curup has created professional students in the counselor profession."

Counseling is a professional activity and emphasizes ethical and moral aspects, in order to respect each other, respect and humanize clients well. Therefore, a counselor is an educated person on a regular, disciplined and systematic basis (Dariyo, 2005).

Based on the results of interviews at IAIN Curup has realized the counselor profession, this is evidenced by the existence of IAIN Curup has a policy of recruiting and selecting new students for counselor professional education that adheres to a non-discriminatory system which includes: (1) policies, (2) criteria, (3) instruments, (4) procedures, (5) decision-making systems, by selecting new students of counselor professional education that is quite strict, it will produce good outputs as well.

c. Supported Facilities and Infrastructures

Based on the Observation Results at IAIN Curup, there are 6 permanent lecturers in the Counselor Profession Study Program, as well as adequate infrastructure.

This is in line with Mrs. Hartini's opinion, she explained that:

"IAIN Curup has educators such as librarians, laboratory workers, analysts, technicians, operators, programmers, and/or administrative personnel to support the fulfillment of learning outcomes, so as to realize a quality counselor profession"

The above opinion was also explained by one of the students of the counselor guidance study program, he stated that:

"IAIN curup has a library room, seminar room for counselor professional education, office space for counselor professional education and IAIN Curup has learning media according to user needs,

can be accessed by study programs very easily, has excellent quality and care system, so that it can support a good learning process"

From the results of the interview above, the author can conclude that IAIN Curup's efforts in realizing the counselor profession are quite a lot, including in realizing a bachelor or master of counseling guidance, and the existence of an educated profession, as well as the availability of facilities and infrastructure in supporting learning so that it would produce professional students both in pedagogic, social, personality and professional competencies.

Educational facilities are a supporting for the continuation of the teaching and learning process. This is a factor that must be considered by an educational institution because it affects the continuity of the teaching and learning process in schools or universities. Facilities and infrastructure are very necessary to support the teaching and learning process, so that students are more interested and easily accept explanations from teachers. If the facilities and infrastructure provided are lacking, it could affect students' interest in participating in the teaching and learning process. If students have an interest in following the teaching and learning process, then these factors can increase student learning achievement (Kartika, Husni, & Millah, 2019).

Based on the results of interviews at IAIN Curup, it showed that IAIN Curup has made it the counsellor profession, this is evidenced by the availability of adequate facilities and infrastructure at IAIN Curup such as IAIN curup has a library room, seminar room for counsellor professional education, office space for counsellor professional education and IAIN Curup has learning media according to user needs, can be accessed by study programs very easily, has excellent quality and maintenance system, so it can support a good learning process.

4. CONCLUSION

Based on the results of research conducted by researchers on the analysis of the needs of the counselor profession in Rejang Lebong and efforts to make it at IAIN Cuup, it can be concluded that the **first** Counselor Profession is needed in Rejang Lebong because environmental conditions that require the existence of a counselor profession and also the development of the industrial world result in people needing a counselor profession. The counselor profession needed in Rejang Lebong is a counselor who has stable emotions, a counselor who can be used as an example, a counselor who has broad insight, a counselor who is able to be relied on, and has a steady personality of integrity. **Second**, IAIN Curup's efforts in realizing the counsellor profession are quite a lot, including in realizing bachelor or master's counselling guidance, and the existence of an educated profession, as well as the availability of facilities and infrastructure in supporting learning so that it would produce professional students both in pedagogic, social, personality and professional competencies. This research is restricted on counselor traits and how to actualize it; however, this research requires further study to analyze counselor problems in order to become an all-around counselor, which implies that they are able to manage every circumstance.

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