

# **Human Resource Development & Education Women's Lifelong Career Development: Education and Career Skills Training**

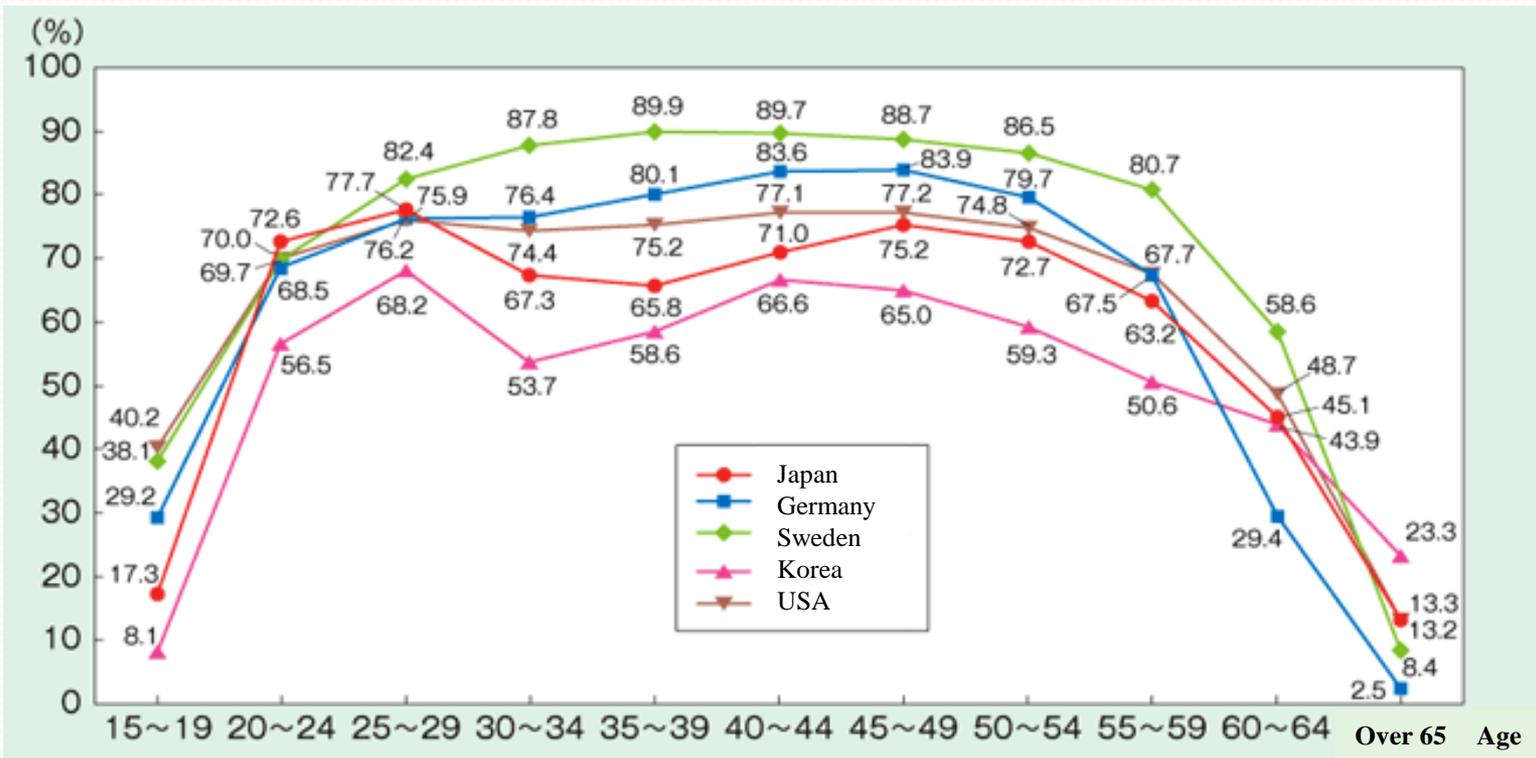
**From the 14<sup>th</sup> WLN “10 Policy Proposals for APEC Leaders Seminar”**

**Proposal Number 1: To improve programs that support women's career development including education and career skills training**

**Coordinator  
Prof. Naoko Irie (Kanagawa University)**

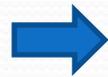
# White Paper on Gender Equality (Cabinet Office, 2010)

- In order to promote the inclusion of women in the workplace
  - Enhance educational opportunities
  - Apply acquired skills on the job



# Barriers to Women's Economic Involvement

1. Education on vocational skills training is not sufficiently implemented within the education system



**Explicit Curriculum**

2. Gender issues within education and the workplace



**Implicit or Hidden Curriculum**

# 1. Educational Issues with Career Skills Training

**Explicit Curriculum**

Primary Education



Secondary Education



Tertiary Education

- **Tertiary Education** (OECD, *Redefining Tertiary Education*, 1998)
  - Lifelong education system for the youth and adults
  - Contributions to economic and social well-being for all

Higher Education

+

Continuing  
Education



Tertiary Education  
Lifelong Career  
Development Support  
System

## 2. Gender Issues at School and Work

**Implicit or Hidden Curriculum**

**Gender gap in education and employment**



**Decreased self-esteem of women**



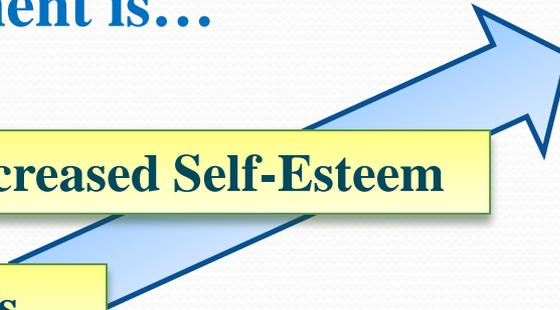
**Difficulty in women's career development**

- **Career development is...**

**Increased Self-Esteem**

**Acquire Career Skills**

**Improve Career Capabilities**



# Women's Lifelong Career Development: Education and Vocational Skills Training

## 1. The Challenges of Women's Career Development in a Company

Ms. Takako Hagiwara (General Manager, Diversity Development Department, Corporate Human Resources Division, Sony Corporation)

## 2. What Business Associations can do to Develop Women's Careers: Some Practical Examples from Russia

Ms. Elena Fedyashina (Executive Director, Non-profit Partnership "The Committee of 20")

## 3. Practice of Developing Women's Careers in the Community: The Case in Australia

Prof. Patrice Braun (Deputy Director, Centre for Regional Innovation & Competitiveness, University of Ballarat)

## 4. Practice of Women's Career Development in the University: A Case in South Korea

Prof. Yi Byung Jun (Professor, Department of Education, Pusan National University)

## 5. The Education System to Support Lifelong Career Development for Women

Prof. Kenji Miwa (Professor, Ochanomizu University Graduate School of Humanities and Sciences)

Coordinator: Prof. Naoko Irie (Professor, Faculty of Human Sciences, Kanagawa University)

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