PRACTICE OF DEVELOPING WOMEN'S CAREERS IN THE UNIVERSITY
- THE CASE IN SOUTH KOREA
(PUSAN METROPOLITAN REGION AND PUSAN UNIVERSITY) -

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I. Background
1. Demands of company and policy change

- Korean companies call for changes in policies to connect university curriculum with company human resources development.
- Korean government is trying to reflect student’s competency evaluation (freshman -> graduates) in the university’s evaluation and provide graded support fund.
2. Changes in universities

- All Korean universities have to post their students' employment rate on their Web sites because of the university information open policy.

- Universities advise their departments to establish the employment promotion planning and provide incentives for higher employment rates.

- Pusan National University (PNU) establish a master plan of basic vocational competency development for students including female students.
Female students of PNU constitute almost 50% and their competency development has emerged as a major issue.

by 2009 statistical yearbook of PNU
3. Pusan National University (PNU)

- Especially, female students' competency development is very important in the social and human sciences parts because female proportion is high.

![Bar Chart]

- Natural sciences and engineering
- Humanities and social sciences

- Female
- Male

- Especially, female students' competency development is very important in the social and human sciences parts because female proportion is high.
Ⅱ. Structure and Program of Pusan National University (PNU) for Career Development of Female College Students (Coeds)
1. Basic vocational competency development programs into university general education curriculum

● **For the first time in national universities** nationwide, Pusan National University (PNU) puts a basic vocational competency development course into the regular curriculum (general education curriculum)

● Curriculum development and organization based on the OECD DeSeCo Project and the national vocational qualifications system in advanced countries

● The subjects: Creative problem-solving(3), Leadership and Organization Management(3), Presentation and Discussion Skills(3), Planning ability and Promotion(3), Career development and Career Counseling(3) etc.
2. Employment competency development program through the human resources development institute

- Run and manage the vocational competency development course
- Run short term programs for student's employment like special lectures and skill trainings, etc.
- Run and establish Career counselling/consulting, the student career management system
- Run employment competency development programs for unemployed graduates.
3. Competency development programs for female students in the center for research on women

- Operation and management of the general education course, *Women and Vocation*
- Operation the *Discussion Management; Moderation Technique* program for the social and human sciences students
- Plan the competency development programs for female university students by appointing an employment manager and education manager.
Ⅲ. Programs for Female College Students (Coeds) Career Development at Pusan-centered Institutes
1. Programs at Busan Women and Family Development Institute (BWFDI)

- “Department for Research on Human Resources Development” and education experts plan and run programs for regional women resources development.
- Systematize the leadership education in the region through “1040 Female Leader - Next Generation Female Leader” and “Weekend course”
- Run programs for whom intends to start new business through the women business starting center
- Increase the participation rates of female students through a cooperation with local universities
2. “1040 Female Leader Project”

- **Total Period**: 2007~2020
- **Object**: Discovering women leaders to improve women work force and social participation
  - Constructing female networks for leading the regional development.
- **3 programs**:  
  - “Basic course”  
  - “Next Generation Female Leader”  
  - “Weekend class for company worker”
2. “Next Generation Female Leader”

- 5 “Basic courses” (273 graduates) and 3 “Next Generation Female Leader” (288 graduates) programs has completed - total 679 graduates

- “Next Generation Female Leader”
  - Class time: One week (Mon.~Fri.) 10:00~18:00, total 35 hours
  - Curriculum: Special Lecture (6hr.), Workshop(22hr.), Coaching(5hr.), Other (2hr.)
  - 90% of graduates is females students (10% of high school students)
- Satisfaction questionnaire

Highest score is 5

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<tr>
<th>Category</th>
<th>Score</th>
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<tr>
<td>Self leadership</td>
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- Comments from graduates

● Activitis after graduation: volunteer work, fund raising for women, extra lesson for graduates... etc.

● Satisfaction questionnaire:
  - “I learned importance of networkings and decision making”, “I earned visions of my life and pride as a woman”, ”I improved my leadership skills and found my own way.” etc.
3. Support center for female students of natural sciences and engineering in Pusan

- **Pusan National University**
  : Busan Women in Science and Engineering (BWSE)

- **Silla University**
  : Women Into Science and Engineering (WISE)

- **Dongseo University**
  : Busan Ulsan Gyeongnam Institute for Supporting Women in Science and Technology (BIS-WIST)

- **Pukyong National University**
  : Women into Engineering Program in Busan /Youngnam region (WIE)
IV. Challenges and Task
Challenges and Task

● Cultural Competency Development Projects for female students of the social and human sciences
● Systematic management of female students leadership education in the university
● Creating a synergy effect through networking with the woman resources development center in the region
Thank you~

<So-na-mu(pine tree)> by Bae, Byung-woo