

# 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

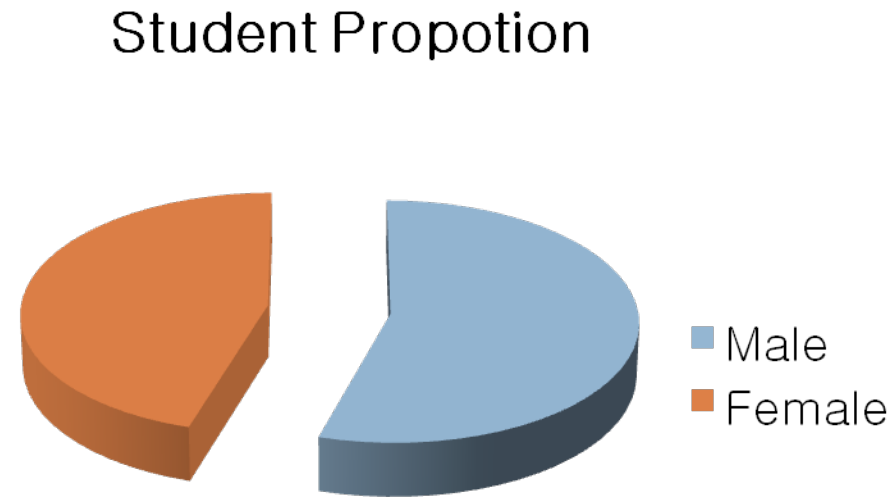
- Korean companies call for changes in policies to connect university curriculum with company human resources development.
- Korean government is trying to reflect student's competency evaluation (freshman -> graduates) in the university's evaluation and provide graded support fund.

## 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.

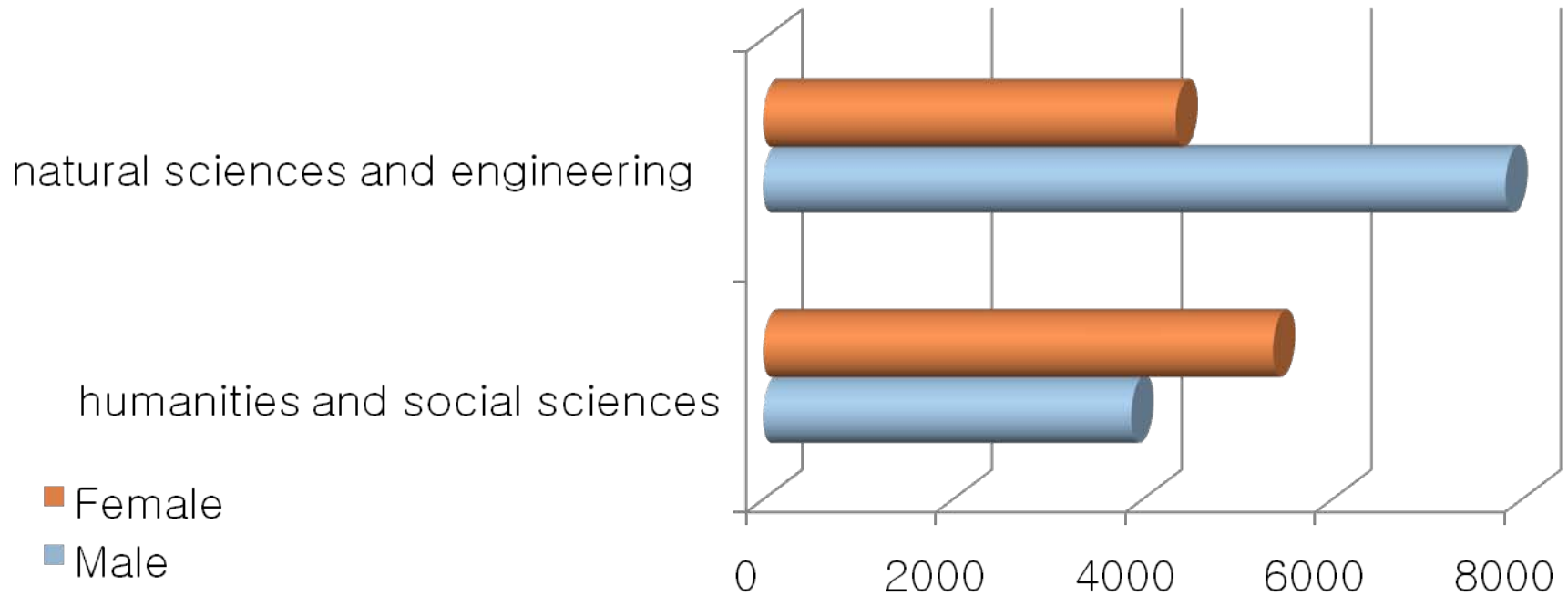
### 3. Pusan National University (PNU)

- 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.

*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 :Creativ  
e problem-solving(3), Leadership and Organization Manageme  
nt(3), Presentation and Discussion Skills(3), Planning abili  
ty and Promotion(3), Career development and Career Counseli  
ng(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

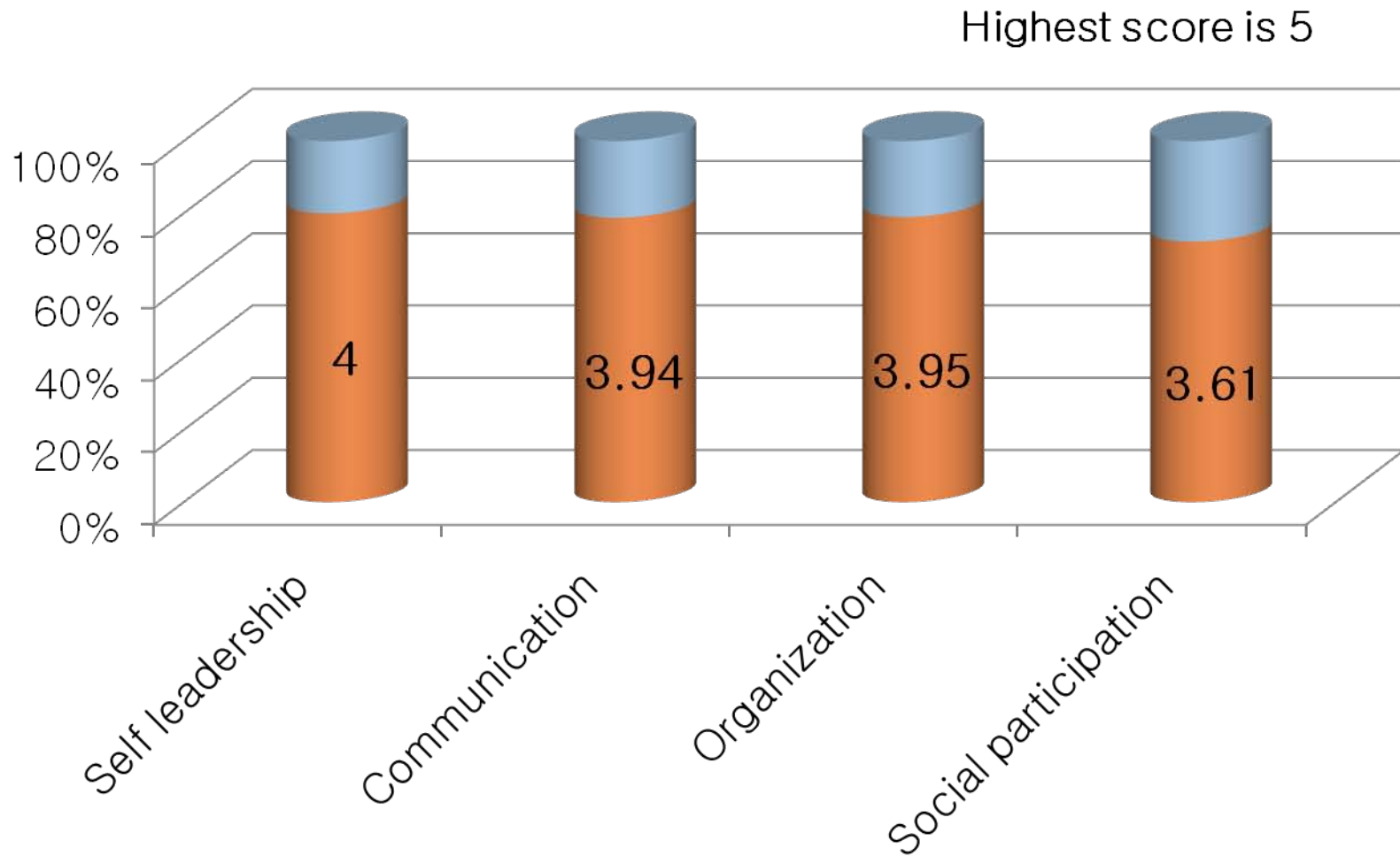
## 2. “1040 Female Leader Project”

- **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





## - Comments from graduates

- Activities 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 Tchnology (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*