

A Research for Career Development and Employment Activation of Humanities Graduates

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1. Introduction

A. The purpose of Research

Although humanities majoring students have a lot of strengths compared to other major students, they have been neglected in career development and employment support. It is necessary to plan ways to promote career development and employment so that 4-year college students majoring of humanities (literature, history, philosophy, etc.) will be able to economic activity in their field of study after graduation. The purpose of this study is to suggest a way of humanities majoring graduates to work by utilizing their field of majors.

In this Resrarch, “humanities graduates” refers to those who hold a bachelor’s degree in related subjects in the fields of Korean Language and Literature, History, Archeology, Philosophy and Ethics of 4-year universities.

B. The contents of Research

First, we explores the characteristics of career development and job preparation during the attending college of humanities graduates. To do this, we used the literature reviews, analysis panel data (Korean Education & Employment Panel: KEEP, Graduates Occupational Mobility Survey: GOMS) to explore the characteristics of each process such as selection of major in humanities, major education and career development, job preparation, and job search activities.

Second, we explores the barriers and success factors in career development and employment of the humanities majoring students. To this end, we were

interviewed (Focus Group Interview, in-depth interview) not only the heads of the college employment support services, but the graduates of humanities majors.

Third, we explore the jobs that humanities majoring students can be enter after graduation. To do this, we analyzed the results of the survey of new college graduates (Graduates Occupational Mobility Survey: GOMS), Employee survey (Korea Network for Occupations and Workers: KNOW).

Fourth, we suggest the specific policy plans for career development and job creation that the student of the humanities majors can active in their fields of majors after graduation. To do this, we conducted Delphi survey for experts and the results were analyzed.

2. Barriers and Success Factors of Career Development and Employment

A. Barriers Factors

In order to search for barriers factors of career development and employment of the humanities majoring students, FGI (Focus Group Interview) was conducted for humanities graduates, corporate HR managers, and college employment support departments. As a result, the barriers factors of Career Development and Employment were 5 areas: major, student, University, Social & Corporate, Government.

〈Barriers factors〉

Area	element	Factor
Major	Major characteristics	<ul style="list-style-type: none"> • Low practical • Low major-job conformity (job orientation) • Low majors-employment linkage
	Attitude of professor	<ul style="list-style-type: none"> • Professor's rigid and exclusive attitude • Lack of understanding of companies and labor market • Lack of support of student employment
	Curriculum and support of the department	<ul style="list-style-type: none"> • Curriculum far from social demand • Rigid curriculum management • Lack of ability to support employment (preparation) & lack of effort

Area	element	Factor
Student	Career beliefs	<ul style="list-style-type: none"> • Lack of confidence in the major • Parental influence (determine career based on parents' will)
	Career development	<ul style="list-style-type: none"> • Lack of self-exploration experience • Lack of career recognition (delay) • Lack of career development competencies
	job preparation	<ul style="list-style-type: none"> • Unrealistic employment aspirations • Lack of employment preparation & enthusiasm
university	Bachelor's degree system	<ul style="list-style-type: none"> • Lack of voluntary restructuring efforts by universities • Undergraduate system that does not provide opportunity for major exploration • Limits on the operation of the double major systems
	Customized programs	<ul style="list-style-type: none"> • Lack of development and operation of specialized programs in humanities • Poor program publicity & organic linkage
	Support organization	<ul style="list-style-type: none"> • Inadequate personnel expertise & manpower management system • Lack of management capability for companies & employment
Social & Corporate	Social awareness and demand	<ul style="list-style-type: none"> • Recognizing that humanities can easily be learned • Social trends where utility takes precedence • Lack of social demand & jobs
	Recruitment process	<ul style="list-style-type: none"> • Lack of opportunity to emphasize the strengths
	Manpower Selection Criteria	<ul style="list-style-type: none"> • Job-centered manpower selection (science and engineering center) • Personnel preference major setting (major in humanities disadvantage) • Prefer technicians who will put them on site immediately
Government	Jobs & job creation	<ul style="list-style-type: none"> • Lack of efforts to new job & job creation
	Delivery system	<ul style="list-style-type: none"> • Lack of delivery system to labor demand-supply
	Policy	<ul style="list-style-type: none"> • Lack of long-term employment support and academic upbringing policy

B. Success Factors

In order to search for success factors of career development and employment of the humanities majoring students, In-depth interviews was conducted for humanities graduates. As a result, the success factors of Career Development and Employment were 3 areas: Strengths of major, Individual preparation and effort, Support of school and department

〈Success Factors〉

Area	element	Factor
Strengths of major	Writing skills	<ul style="list-style-type: none"> • Writing for self-introduction
	Storytelling ability	<ul style="list-style-type: none"> • storytelling ability in the employment process for an job interviews • Personal story building and appeal
	Humanistic literacy	<ul style="list-style-type: none"> • Utilization of humanistic literacy in job performance
Individual preparation and effort	Major selection	<ul style="list-style-type: none"> • Choosing majors through sufficient thought and counseling • Choosing majors & subject to interest and aptitude
	Various activities for exploration	<ul style="list-style-type: none"> • Participation in various activities in and out campus • Various job experience including internship, on-the-job training
	Effort for career development	<ul style="list-style-type: none"> • Set career goals • Constant self-development & effort for career development • Pioneer an attractive story of his/her own
	Prepare for Employment	<ul style="list-style-type: none"> • Efforts to cultivate employability (language achievement, certification acquisition, etc.) • Participation in job club & engagement in job consulting
Support of school and department	Professor's guidance	<ul style="list-style-type: none"> • Professor's interest and advice on the student's career • Internships, on-the-job training, information on employment, referrals, etc.
	Utilization of human network	<ul style="list-style-type: none"> • Utilization of human network (alumni, school staff, etc.)
	Employment support	<ul style="list-style-type: none"> • Utilization of school employment support center & programs

3. Challenges for Career Development and Employment of Humanities Graduates

A. Major (Department) area

First, in order to overcome the difficulties caused by ‘rigid operation of curriculum for humanities major’ and ‘less difficult classes for practical skills’, students have to operate separate programs for comparative areas in addition to major courses. It is necessary to provide opportunities for the students of the liberal arts to cultivate their strengths by applying practical teaching and learning methods such as discussion and presentation class, presentation and discussion ability, and document and report writing ability applicable to the corporate reality.

Second, in order to overcome the difficulties faced by students due to the lack of capacity to support employment in the department of humanities (department), it is necessary to activate the career network of the majors by utilizing graduate alumni and professors’ networks that have entered various jobs and occupations. In addition, university-level support should be expanded so that departments can operate their own employment programs, such as linkage with related industries, qualifications required for employment, and support for social activities.

B. Individual Area

First, it is necessary to support students to form a broad view of themselves and their major by operating field study in the field of humanities so that students can overcome obstacles to career development and employment caused by lack of self-exploration experience. In order to improve the job skills of the humanities major, it is necessary to run a work experience program for the current students.

Second, it is required for student to take a course at the college of Humanities in order to overcome the obstacles to career development and employment caused by lack of career development competence of humanities major, lack of realistic employment, and a career search program. In addition, programs should be developed and operated to promote job motivation for all humanities students.

C. School Area

First, in order to improve the undergraduate system which does not provide opportunity for major search, it is necessary to expand the major convergence system. It is necessary to operate the school's flexible curriculum for the double major system such as quick support in accordance with the student's needs.

Second, in order to overcome the absence of customized career development and employment support program, it is necessary to operate a career development and employment support program based on the career path of the student, and various programs operated by the university, career and employment related information are provided sporadically.

Third, in order to overcome the lack of professionalism of career development and employment support organization, it is necessary to acquire specialized agencies and professional manpower to support college employment program and to expand business continuity of employment support department.

D. Society & Enterprise Area

First, in order to overcome the obstacles of eliminating the obstacles to the absence of opportunities for the students of humanities to exert their strengths in recruiting new recruits, companies are increasingly adopting a talented recruitment culture Should be improved. It is also necessary to establish a basis for evaluating the strengths of humanities graduates who create new values.

Second, in order to overcome obstacles to job shortage of major in humanities, it is necessary to acquire additional knowledge and skills in other fields, and to prepare for advancement and prepare for entry. And society and the government need to continuously develop their jobs related to the humanities major.

E. Government Area

First, it is necessary to support the government to create jobs and jobs related to humanities. For this purpose, the government needs to expand the history and cultural content business, or establish information on possible organizations that can enter the local humanities field and develop humanities jobs and jobs.

Second, a medium- and long-term human-related employment support policy is needed. It is necessary to provide a job improvement program so that

humanities graduates can develop relatively weak competencies. It should also provide opportunities for exploring businesses and jobs in various ways during their school years. In addition, the evaluation method for university financial support needs to be shifted from the focus on employment results to the way of evaluating student career development and employment support plan and support capability of universities.

〈Career Development and Employment Activation of Humanities Graduates〉

Challenges	Policies
Jobs and job development that can be handled by humanities graduates	<ul style="list-style-type: none"> • Expand the range of job opportunities available to humanities graduates • Job development for graduates of humanities: operation of “Start-up project manager” system
Developing programs for career & competency development for the humanities major	<ul style="list-style-type: none"> • Developing career & job preparation program for the humanities major • Developing competency development program for the humanities major
Job experience program and system operation for the major subject of humanities	<ul style="list-style-type: none"> • Operate a job experience program for the humanities major • Practical experience opportunity through on-the-job training • Integrated systems of non-curriculum in university • Enhance the professionalism of career development & employment support personnel in universities
Improving the university’s academic system	<ul style="list-style-type: none"> • Improvement of major classes in humanities • Improving the university’s academic system
Improving student career development support system	<ul style="list-style-type: none"> • Improvement of the guidance for entering university • Opening of the society advance committee of the humanities major