



Including Career Planning Activities in the FYE Program

**Nobuhiro Matsuzaka, Minako Yamamoto,
Shigeru Asano and Koji Fujiwara**

Yamagata University

2020.2.20

International Forum on The First-Year Experience

Agenda

1. Yamagata University (YU) & “Shukatsu” in Japan
2. Including Career Planning Activities in Our FYE Program
3. Conclusions

**Yamagata University
&
“Shukatsu” in Japan**

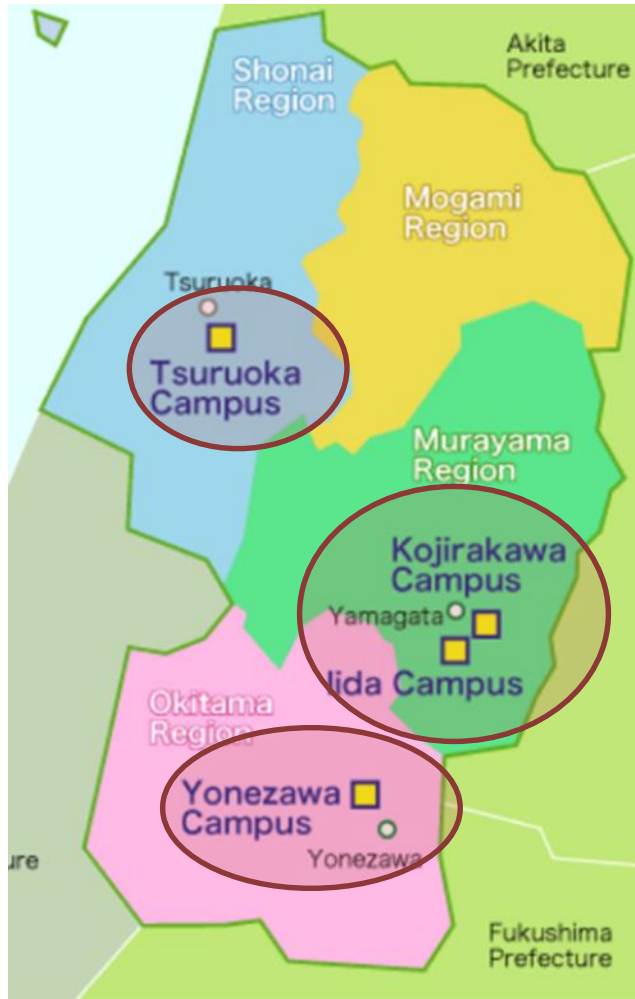


Where is Yamagata, Japan?



- Direct Distance from Tokyo: 190 miles
 - 3 hours by bullet train
 - 45 minutes by airplane

Yamagata University (YU)



■ Type: National University

- Year Founded: 1878
- Multi-Campus (4 campuses)
 - Kojirakawa Campus (K)
 - Iida Campus (I)
 - Yonezawa Campus (Y)
 - Tsuruoka Campus (T)

■ Six Colleges:

- Agriculture (T)
- Education, Arts and Science (K)
- Engineering (Y)
- Literature and Social Science (K)
- Medicine (I)
- Sciences (K)

- Kojirakawa Campus – Tsuruoka Campus: 60 miles
- Kojirakawa Campus – Yonezawa Campus: 30 miles

Yamagata University (YU)

■ Degree Programs

- Undergraduate: **22**
 - Master: **19**
 - Doctorate: **10**
- } **Same Tuition**
\$4,800/year

■ **2019-2020** FT Enrollment & FT Faculty/Staff

- Degree-seeking UG: **7,501**
 - Male: 64%
- **Degree-seeking, new freshmen: 1,740** ←
- Male: 65%; In-state: 23%
- Degree-seeking Grad: **1,278**
 - Male: 77%
- Faculty & Staff: **800+** & **300+**, respectively

Key Characteristics of H.E. in Japan

- The academic year begins in **April** and ends the following March.
- Students **must decide on their major** when they apply for **admission**.
 - **Can't change the major** after enrollment
 - No double or more majors
 - No pre- program (e.g., Pre-Med, Pre-Vet, etc.)
 - Almost **impossible** to
 - **Transfer** to another university
 - Have **flexible study plan**
- **High expectation to graduate in four years**

What is Shukatsu?

- Shukatsu = Job hunting
- Simultaneous recruiting of new graduates
 - Japanese companies hire them **all at once** in April 1st.
- When does a student start job hunting?
 - If you want to start work from April 2020, you have to start job hunting from March 2019.
 - It's the rule!

Working in Japan

- Lifetime employment (???)
- No “equal pay for equal jobs” policy
 - permanent employees vs. non-permanent

∴ **The first job is very important.**

- However, according to a Japanese government survey, about **one-third** of new graduates **quit their first jobs within three years** of joining a company.

The reason for leaving their first job

- The typical reason of leaving is **dissatisfaction with work content.**
- Japanese society **would not see** "dissatisfaction with work" as a good reason to quit a job.
- We believe that **the lack of career planning** could be one of the factors.
- **What can we do to ease this problem?**

Including Career Planning Activities in Our FYE Program



FYE Program at YU

■ Course Goals

1. To promote further development of **student success skills** such as **basic research, group work, presentation and report writing**.
2. To help students gain **confidence** at new environment. (i.e, **learn from experience**)

■ Characteristics

- 2 semester credits (meet 15 times, 100 min./class)
- 25 students per class
- **Mandatory** for ALL new first-year students

FYE Career Planning Activities at YU

- The students are asked to work on the topic **"What is your career plan?"**
- They spent **four weeks** to prepare for the **presentation** and the **final report** by getting to know themselves, linking their majors and careers, exploring their career options, etc.
- This attempt began in **2017**.
 - Current **junior** students took the new FYE in 2017.
 - Current graduating **senior** students did not take this FYE with career planning activities.

Are there any positive impacts?

- We conducted a short survey to those seniors and juniors in August 2019.
 - # seniors = 153
 - # juniors = 110

- Key question:
 - When did you start thinking about your career **seriously**?

Survey Result

When did you start thinking about your career seriously?

	H.S.	1st year at YU	2nd year at YU	3rd year at YU	4th year at YU
Junior	22%	7%	36%	35%	0%
Senior	11%	6%	11%	60%	12%

- The percentage of "at third-year" responses in those juniors and seniors were 35% and 60%, respectively.
 - For junior students, about 1/3 of students answered that they started thinking about their career in the 2nd year at YU.
- ∴ Roughly speaking, the new FYE with career exploration helps students get ready for job-hunting a little sooner.

Conclusions



Conclusions (1)

- **We want our students to be successful at YU.**
 - We redesigned the FYE to help and assist new incoming students in smooth transitioning to YU in 2017.

- **Also, we want our students to succeed after YU.**
 - In Japan, the first job after university really matters.
 - Leaving the first job without proper reason (i.e., dissatisfaction with work) could be one of the factors for falling.
 - We indeed come across the students who triumphed at university but flunked in life.

Conclusions (2)

- Thus, we have decided to include career planning activities in our new FYE program.
- We believe that the students should start planning for finding a career in the first semester on campus.