OECD Global Science Forum Workshop on the Research Workforce of the Future

Researcher Development in South Korea
Based on the Brain Korea 21 Project

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### South Korea’s Brain Korea 21 Project

- **304 million $** /year (2020~)
- **68** Universities & **578** Selective Divisions
- **12,288** Master Students
- **8,231** Doctoral Students
- **1,627** Postdocs

### Types of Program in BK21 Project Stage 4

<table>
<thead>
<tr>
<th>Future-oriented Talented Leading Program</th>
<th>Innovation-oriented Talented Leading Program</th>
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</thead>
<tbody>
<tr>
<td><strong>Direction</strong></td>
<td><strong>Direction</strong></td>
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<tr>
<td>To enhance research capabilities in key academic fields and foster academic future generations</td>
<td>To improve the competitiveness of new industries driving innovative growth, and foster talented researchers with combined expertise who will lead the way in industrial and societal problem solving</td>
</tr>
<tr>
<td><strong>Support areas and selection criteria</strong></td>
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<tr>
<td>• By academic field</td>
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</tr>
<tr>
<td>(science &amp; technology and humanities &amp; social science)</td>
<td>(new industries, industrial and societal problem solving)</td>
</tr>
<tr>
<td>• By BK21 Project division and team</td>
<td>• By national/regional level</td>
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<tr>
<td><strong>Subjects for support (as of 2020)</strong></td>
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<tr>
<td>373 BK21 Project Divisions and Teams</td>
<td>205 BK21 Project Divisions</td>
</tr>
<tr>
<td>(197 divisions and 176 teams)</td>
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</tbody>
</table>

### Budget for Graduate School Innovation (20 Universities)

- 304 million $/year (2020~)
- 68 Universities & 578 Selective Divisions
- 12,288 Master Students
- 8,231 Doctoral Students
- 1,627 Postdocs

### Purpose of the Program

- Providing financial support for **graduate school-level institutional reforms** to innovate universities as research-oriented universities
- • Reshaping the university system toward a research-oriented university
- • Improving the quality of graduate school education, research environment, and the quality of research performance
- • Raising the competitiveness of graduate schools on the global stage
## Career Development Track

<table>
<thead>
<tr>
<th>Academic Track</th>
<th>Track for Government-funded research institute (GRI)</th>
<th>Non-academic track</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 programs including &quot;Post-doc career development strategies&quot;</td>
<td>9 programs including &quot;HR people in GRIs knows what you have done.&quot;</td>
<td>20 programs including Strategies for joining Public corporations, Gov't organizations, Int'l organization, Private firms, and Startups</td>
</tr>
</tbody>
</table>

## SNU Graduate Career Development Roadmap

- Diagnosis of core competencies in the whole cycle of graduate students
- Providing opportunities for self-directed career setting for new students
- Development of a customized career for competency-based learners
- Regular one-on-one career counseling
- Employment consulting by academic field and holding a job fair
- Global Employment Capacity Enhancement Camp

## Development of Career Management System for Graduate Students

- "Peoplesoft Student®" of Stanford University Benchmarking

## Start-up Capacity Enhancement Program

- Establishment of Start-up Information Platform
- Provision of start-up mentoring and consulting
- Networking support with successful founders
- Provision of start-up hands-on support services