The 5th Career Development Workshop for Young Students and Professionals

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1.　　Introduction

　"The 5th Career Development Workshop for Young Students and Professionals" was held in Keio University (Hiyoshi Campus) on June 25, 2011. This workshop was mainly organized by IEEE Tokyo GOLD Affinity Group and IEEE Japan Council Women in Engineering Affinity Group, and was co-organized by Tokyo Denki University Student Branch, Keio University Student Branch, Tokyo University of Science Student Branch, Yokohama National University Student Branch, Meiji University Student Branch, and Waseda University Student Branch.

2.　　About the Workshop

2.1　　Objective

　This workshop aimed to urge the rethinking to our own career and the skill for the young researchers of the undergraduate students, master's course students, and the doctor's course students in this workshop. It provides young researchers a good chance to discuss themes such as "what is required to be successful abroad?" and "What is the job that can enjoy?", which can help the participant to prepare to become active in the society in the future.

2.2　　Activities

　Seven researchers and engineers who are active in the industrial world, research institutions, and the educational institutions were invited as facilitators to progress this workshop. The participants are divided to seven groups: A~G. Each group has a facilitator and the participants discussed a theme which has been set by the facilitator. The task of the facilitator is to progress the discussion with their own experience and skill improvement. Moreover, one supporter was invited for each group from student branches to smooth the discussion as well as taking notes in the group.

2.3. Program

　The program of this workshop is as follows.
　Chairperson: Mr Yasuharu Ohgoe (IEEE Tokyo Gold Chair,　Tokyo Denki University)
　13:00～13:30　Reception
　13:30～13:35　Opening speech: Mr Yasuharu Ohgoe
　13:35～14:00　Introduction of facilitator
　14:00～14:05　Break
　14:05～15:35　Group Discussion
　15:35～15:45　Summarizing the discussion
　15:45～16:00　Break
　16:00～16:40　Presentation from each group
　16:40～16:50　Closing speech:　Prof. Tomonori Aoyama (IEEE Tokyo Section Chair）
　17:00～19:00　Social gathering

Report

Opening speech: Prof. Iwao Sasase (SB Counselor of Keio University)
Chairperson: Mr Kou Kikuta (SB Chair of Keio University)

Group	Facilitator	Organization	Topic
A	Alex Fung	IBM corporate, Tokyo Research Laboratory	About working abroad
B	Yuko Kato	Hitachi, Ltd.	What is the job that can enjoy?
C	Hiroyuki Kondo	Bosch Corporation	Job change or not? The best timing and company to choose for job change.
D	Tateyuki Suzuki	A foreign Affiliated company	What we like and can do for the company vs what the company demands us.
E	Emi Moriyama	NTT Data Corporation	Necessary skills for system engineers.
F	Shinji Yamashita	Fujitsu Laboratories Ltd.	What is required to be successful abroad
G	Hiromi Wakaki	Toshiba Corporation	The difference of the research activities between as a student in a university and as a researcher in a company

3. Discussions in the Workshop

There were 62 people participated the workshop. The participants included 45 students (16 IEEE student members, 29 non-members), 7 facilitators (5 IEEE members, 2 non-members) and other 10 people (10 IEEE members) respectively. The discussion in each group is given as below.

3.1 Group A

Group A's theme is "about working abroad", Mr. Alex Fung from IBM assists the members as a facilitator during the discussion on this theme. Firstly participants gave their introduction respectively and explained why they chose this group.

There were various reasons such as being a person who acts aggressively with a concrete vision, looking abroad to avoid uncertainty about the future in Japan. The common thinking is that everyone has been to foreign country before and they want experience more oversea. Then the facilitator talked about his oversea experiences. In particular, he explained that the employment system of the foreign companies in Japan or foreign countries is different from the lifetime employment in Japan. Compared to home country, a better chance may be provided at a foreign country but the risk is also high due to the overseas merit system. The facilitator used the form of 5W1H to conduct a discussion for deriving a concrete action guidelines and clarifying the concept. Opinions of the group members were expressed. The discussion contents are shown as below:

(1)What：Working abroad as a researcher or a manager

(2)Why：Expanding horizons to know different cultures;
        Looking at Japan from abroad, enhancing the language skills, playing.

(3)When：There was no concrete time of going aboard; they want to determine a good timing based on their own situation.

(4)Where：English-speaking world, Europe, America and Asia

(5)How：One of the ways to work oversea is to get admission to a foreign university, then start

job hunting there.

   Also, argument such as "How about your family?"; "Do you live overseas forever?"; "How about the Identity as a Japanese?" Etc. were discussed extensively. Finally, group members had presentation on the discussion contents. The skills need to achieve and the mental preparing for "working abroad" is reported.

3.2 Group B

Fig. 1 Group Discussion (1)

   Group B discussed about "What is the job that can enjoy?". Ms. Kato from Hitachi Ltd. gave a presentation regarding this theme. At first, the group started brainstorming for "what is enjoying working?" As a result, three things were pointed: "positive contribution to society", "curiosity", and "feelings of satisfaction". Next, the group talked about "feeling fulfillment in our life". In this discussion, it was pointed to that we have feeling of satisfaction when an effort is rewarded, when doing things we like, and when being respected.

   In the 90 minutes' discussion, there was no conclusion for this theme. However, it was realized that the important things for "working happily" are "to make a contribution to society", to have curiosity", "to get a great sense of achievement", "to reach the goal", and "to utilize own skills".

3.3 Group C

 Group C: "What we like and can do for the company vs what the company demands us." The discussion was divided into two steps.

During the first step, opinions about "what is a job" were expressed and they are grouped into different categories. In the discussion the following words came up as our opinion regarding to a job: money, enjoyment, contribution to society, industrial profit, customer satisfaction etc. They are further grouped into four categories namely, self, company, teamwork and customer. Finally, it is concluded that "Work / the job is to form one team for one's self, company and customer".

In the second step, about the reasons and timing   for the job change were discussed. The conditions, for which the change of job might be good, came out to be the following: "When the company will soon go bankrupt", "When you put your colleagues to great inconvenience" or "You are not properly evaluated and are getting stressed" While, it is not good to change the job when you are not able to produce good result and there by putting your colleagues into trouble.

From the above discussion, it was figured out that the factors of job-change are not "self" or "customer" but "team" and "company".

Fig.2 Group Discussion (2)

3.4 Group D

In Group D, "what we would like to achieve in a company, what we will be able to contribute to a company and what we are required by a company" was the topic discussed.

During the discussion, opinions about the above three topics were raised and categorized. The relationship of the groups can be depicted by three circles including all opinions that belong to each group. The discussion based on the following concept: we would find more fulfillments when the overlapping of the three circles increases.

The group started to talk about "what we are required by a company" for the first step and, then, discussed on other topics. Unfortunately, the group did not have enough time to discuss on each topic deeply and categorize various opinions adequately. Thus, in the discussion, the overlap of the obtained three circles became unclear and sparse. However, the circles do not always conflict with each other. The concept can be utilized for self-development or job selection. For example, someone can effectively improve his/her ability by increasing what he/she can do so as to broaden the overlap with what required by a company. Someone can also select right company by understanding the relationship of his/her opinions: "what I want to do in a company", "what I can contribute to a company", "what is required by a company?"

3.5 Group E

In Group E, the topic "Necessary skills for system engineers" was discussed. Firstly, group members started with exchanging their image of system engineers. The opinions are divided into 4 categories such as "Communication skill", "Special knowledge", "Motivation" and "Understanding the negative perspective."

Special knowledge is a very important skill for being a system engineer. In addition, the ability to communicate with expression and imagination is necessary for work. System engineers need to flexibly deal with people such as customers, software programmers, or hardware engineers depending on the project. That is why the ability to communicate effectively is very important. There are many negative perceptions of system engineers. However, the members of group E concluded that overcoming the negative perceptions empowers system engineers with more motivation to perform at their job.
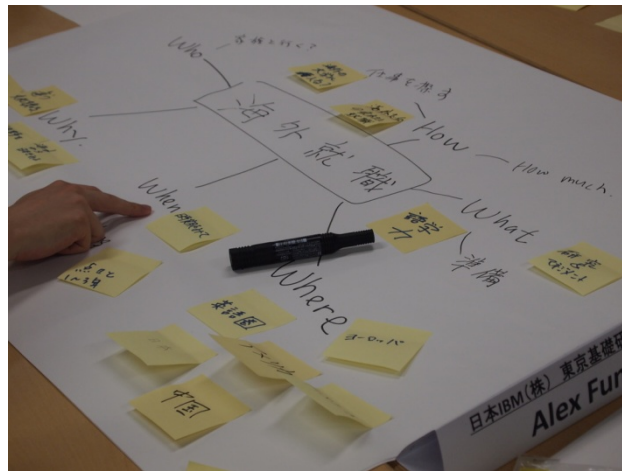
Fig. 3 Group discussion (3)

3.6 Group F

In Group F, "what is required to be successful abroad" was discussed. At first, the group started defining "success" abroad. Someone said that a person who succeeded can control the consensus in any discussion with foreigners. This idea is based on a success of individual. Another idea is success of Japanese products in foreign country. Then we have decided to discuss about "success as an individual" and "success as a Japanese". The discussion is described   below. For individual, of course communication skill is required. English skill of Japanese is worst in any advanced countries. A lot of Japanese people are not good at talking English. But this is because not only lack of language skill such as vocabulary or grammars but also comprehension of culture of foreign countries. "Concerning of other people" as a Japanese style is quite different from "advocating any time" as a foreign style. And to understand this foreign style is really hard for Japanese. This difficulty causes uninterested of foreign culture and stereotypes for Japanese. These results in going abroad become very unpopular among Japanese. To be success in foreign country, Japanese people firstly should go to various countries to know these cultural differences, and secondary know the position of Japan in the world. Then in the second half of the discussion, it is stated that we have to recognize the character of Japanese and get competitive spirit and nationalism. This is really important thing. To realize them, what are the problems and what are required in Japan? . One idea is that the problem is peacefulness of Japan. After the war, Japanese economy has grown rapidly for 60 years. But in this term, we never see the competition with foreign company in Japan. When the economy is active, Japanese company should do simply concentrate on business. Now the local market is saturated, we faced to difficulty of doing business only within the Japanese market. But a lot of Japanese people don't have enough competitive spirit. To improve this situation, Japan needs a kind of evolution. How about the bounden overseas studying? Japanese people will have a competitive spirit when exchanging with foreign people in foreign countries.

As a summary, to be success in foreign countries, recognizing the current situation of Japan and knowing foreign culture is required for Japanese. Also open mind and more program of studying abroad are required for Japanese companies, government and universities. This program will makes Japan more successful country.

Fig. 4 Results presentation

3.7 Group G

In Group G, the differences of the research activities between as a student in a university and as a researcher in a company were discussed. In the group, three bachelor students, two graduate students and a facilitator get into the discussion. Following five points were important in the discussion.

(1)   Life Style

Most of the labs in universities do not have time management. However, in a company, it is necessary to keep the time management.

(2)   Minimum Outputs

Students have a target of research; however students are allowed to fail. In companies, research outputs directly relate to their profits. Therefore, researchers make effort not to fail

(3)   Objective for Researching

Students choose research topics to write thesis. Therefore, the research is concluded for two or three year's timeframe. In companies, they research can last for a longer timeframe.

(4)   Freedom about research topic

Basically, students can choose any research topics, because students pay the school expense. However researchers worked in companies receive salary, thus they have to obey the groups plan.

(5)   Relationship with the Society

The professors in the universities are not changed even if large incidents are happen. However, such a case in companies will be occurred.

From those points, most different point is 'Teamwork". One of the research purposes for students to write thesis for graduation. Most of the students research individually. In companies, they research in a group. The group aims to a particular target and suffer from time schedule and less freedom. However, the researchers make happy to achieve goals by team in long research term.

4.   **Questionnaire**

The participants are invited to fill a survey after the discussion. The results of the survey are shown below.

4.1 About the participants

The questionnaire consisted of 44 people (42 students, 2 non-students). Backgrounds of the 42 student participants are described in the figure below.
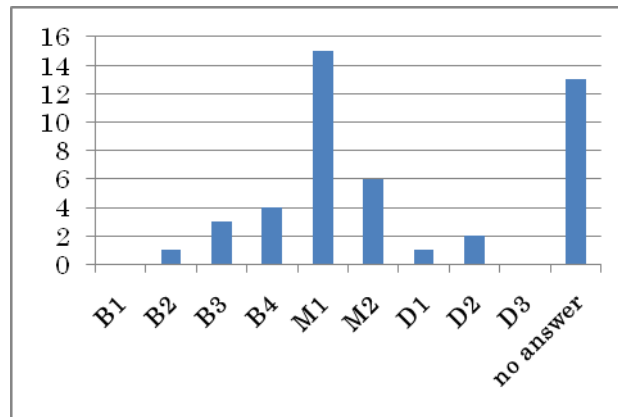
Fig.5: School year of student participants
(B: Bachelor; M: Master; D: Doctor)

4.2 Opinions to this workshop

About the content and usefulness, and the length of the workshop, the participants evaluated the workshop with a five-level rating:
(1)   Contents: excellent, good, normal, fair, poor.
(2)   Usefulness: very helpful, useful, normal, useless.
(3)   Length of time: short, slightly short, moderately long, slightly longer

As shown in the figure, the evaluation of this workshop on the planning, content, usefulness both felt that it was good. As concrete opinions, "It was good to discussed something freely", "It is helpful to talk with people who are study in other universities or are working", "brush up my thinking by listening to the opinions of other people", "Skills needed in the future became clear" are given as feedbacks. We believe this workshop contributed to raising awareness of many people.

In particular, "The discussion should not be only limited to within the workshop, but open discussion/suggestion to the society through various media or chances would be great". There are many other opinions, and say it was very helpful to have a place for students and working people to discuss. Also, most of people expressed that the length of time is "appropriate," which suggested that it had substantial content of the workshop.
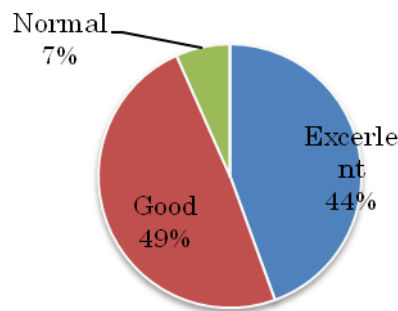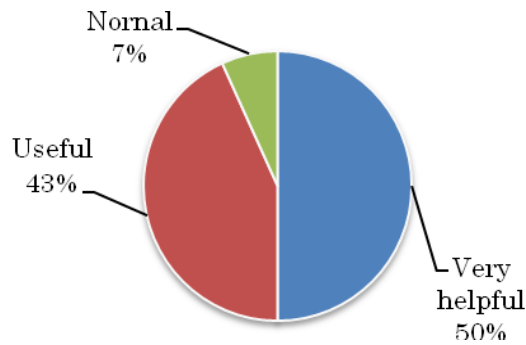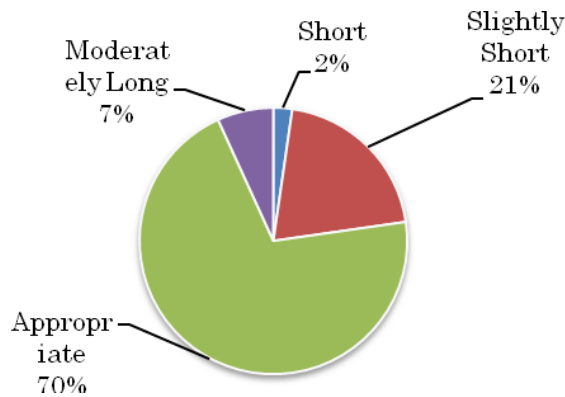

Fig. 6 Contents

Fig.7 Usefulness

Fig. 8 Length of time

4.3. **Expectation for the future**

For future workshops, what students want to participate was asked. The choices are as follows.
 (1) Future expects:
- Lecture (speaker corporate researchers, academic researchers)
- Discussion (free description of preferred themes)
- Communication between students
- Course (statistics, presentations, and more free description)
• Others (free description)

(2)areas of interest: physiology, education, psychology, Arts, mathematics, economics, management, social, medical, electrical, electronics, materials, telecommunications, information, systems, physical properties, and others. As shown in the figure below, discussion and hands-on practical courses and lectures were expected in the future. Students want The Conference speakers to be someone from the industries, and interested in the field of IT, quite a few people were interested in medical and economic topics.
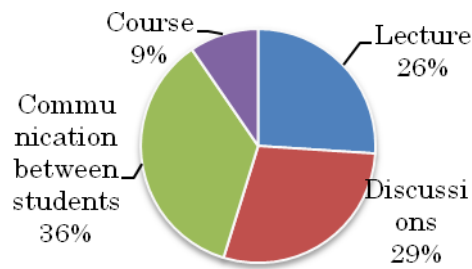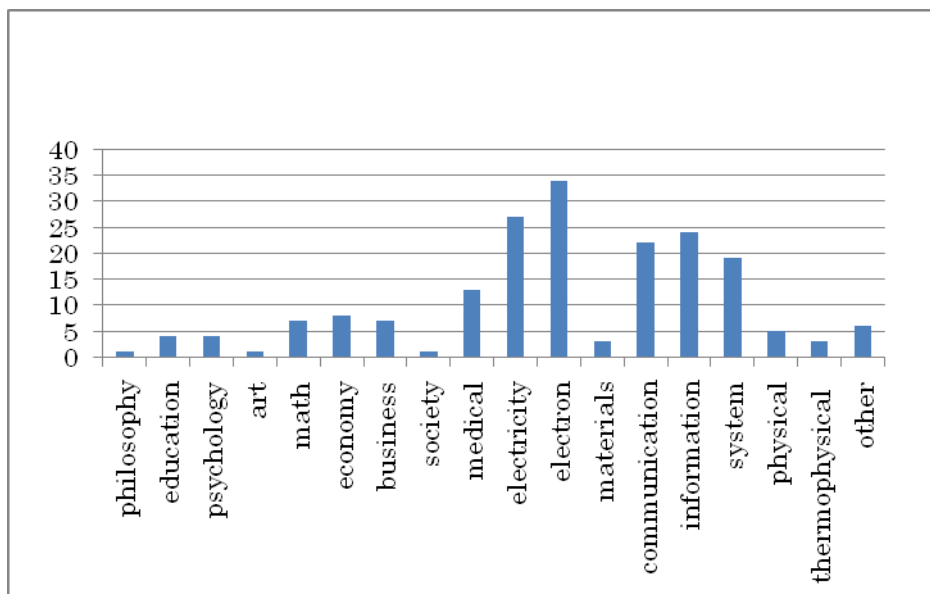
Fig. 9 Future Expect

Fig. 10 Interested Areas

5. Expectation for the future

We have received a very good feedback from all participants as before. For this we would continue holding this workshop for helping young students and professionals' career development in Oct. 2011 for the sixth time.

6. Acknowledgement

This workshop was held with support of a lot of people. Also this report is written based on the original report in Japanese by Mr. Fukushima of Yokohama National University. We would like to thank to facilitators, Mr Fung, Ms Kato, Mr Kondou, Mr Suzuki, Mr Moriyama, Mr Yamashita, Mr Wakaki and Mr Yamada, also the supports of different groups, including Mr Takuya Kimura, Mr Yamamoto, Mr Otsu, Mr Hiroshi Kimura, Mr Hutatsugi, Mr Kikuta, Mr Yamada. I would like to express my appreciation to all of the people who have supported this workshop here.