

Construction of an Interactive Job Portal Site for Immigrants

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Abstract. Korea has been implementing a wide range of policies for helping immigrants settle in Korea. However, most of the policies are based on accommodation to a Korean society by providing basic information including daily living support services. Still, the mid-staged immigrants, who have been living in the nation for between 5 to 10 years, are more career-oriented than the ones trying to look for basic services, whereas the social welfare system is not sufficient enough to meet their needs. Especially, career development and vocational education are interrelated with development of human capital. In Korea, a career often means more than just a job, but rather plays a very important role as a criterion for distinguishing social classes. In this context, this study is designed to devise necessary implementations for immigrants to develop their career by constructing an interactive job portal site by providing the ethnically diverse job seekers and the employers' information.

Keywords: interactive job portal site, immigrants, multicultural, human capital, human resources, career development

1 Introduction

Since multiculturalism has become metadiscourse in the past decade, the Korean government has been implementing a wide variety of policies for help immigrants successfully settle in Korea. However, most of the policies are prone to focusing on accommodation to a Korean society providing language education, cultural experience or basic information including legal consultation and daily living support services. Among the hundreds of multicultural support centers in the nationwide, there are only a few of them that offer educational classes that mainly develop immigrants' career[1][2]. In a sense, as Korea has rapidly turned into a multicultural society for the recent years, the priority of administrative institutions and policies has been 'to find ways to make immigrants Koreans or at least more *Koreanized*.'

With this kind of rigid perception, the immigrants in the middle stage, who have been residing in the nation for long enough to maintain an average or ordinary life

without any ordeals, are rather forced to be exempted from public attention. Despite the fact that they are more likely to demand elaborate support regarding child-rearing, career development, and relationships with in-laws that may cause main conflicts in the way of building a stable family relation, the Korean society has not sufficiently provided the middle-staged immigrants with appropriate help.

In Korea, having higher education means one of the most important values in life. It does not really matter what kind of background or life style the immigrants had back home. In a survey conducted by the Ministry of Women and Family in 2009, especially marriage immigrant women in the middle stage end up adopting even the Korean values that hardly outweigh the potential drawbacks. They reveal their enthusiasm for a career and for higher education in the survey[3].

In this context, it is necessary to construct an easy-accessible or user-friendly job portal site in a more tangible way of empowering the immigrants with self-confidence. Therefore, the aim of this study is to give the people more power over their own lives to a certain extent. Furthermore, by means of the job portal site devised for immigrants, they can enhance their economic strength.

2 Construction of an Interactive Job Portal Site

2.1 Setting for the Job Finders

Since political power is interrelated with socio-economic status or class, having an occupation is likely to be one of the essential factors in life, and at the same time, to improve immigrants' economic condition. However, a language barrier, lack of vocational skills that fit in the fields or discrimination and potential prejudice against immigrants are the major setbacks for their finding a decent job. In fact, it is not better for experienced immigrants to find jobs[4]. They also undergo some adversity in landing a career due to the limited human resources available. For this reason, it is inevitable to construct a more feasible job-matching system especially designed for immigrants. In this context, a job portal site can be an easier way for immigrants to get access.

To carry out this plan, the site is subject to the composition of job seekers and employers as an information platform. And to classify jobs by sector, the Korean Standard Classification of Occupations (the KSCO: See the appendix for specific categories.) will be used. The KSCO was revised in 2007 to reflect changes in occupational structure. It works as a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job to earn money (economic activities). The structure of the KSCO is based on the International Standard Classification of Occupations adopted by the ILO.

In short, job seekers and job providers are categorized specifically in each platform. With the collected data, the matching system automatically connects the job-wanted with the help-wanted. The following example below demonstrates how this job portal site is implemented. Let's assume that a Cambodian immigrant seeking a job uses the job portal site.

Table 1. The Registration Model for a Cambodian Job Seeker

Information Required	Possible Contents
Personal Data	The applicant's name, age, address, phone number, email address, mother country
Working language	Cambodian, Korean
Language competence level in Korean	Fluent, advanced, intermediate, beginning
Length of residence in Korea	Less than a yr, 1-5 yrs, 6-10 yrs, over 10 yrs
Whether to hold a license or certificate	Driver's license, welding, heavy equipment operation, etc.
Wage expected	2 million won(U.S. \$1,700) per month, etc.
Working hours	9 to 6 Mon.-Fri., etc.
Preferred field of occupations	Sales, construction, manufacturing, etc.
Position	Clerk, manager, supervisor, etc.
Adisclosure time	2 / 4 / 6 month, 1 yr, etc.

Each category can be designed more specifically in order to thoroughly understand the applicant's needs by designating many subcategories. It is also important to keep every single piece of personal information within the system for a limited time to eliminate a possibility of leaking personal data or update information. For instance, if an applicant succeeds to get a job and intends to be counted out, an immediate halt should be easily made with one click.

2.2 The Platform for the Job Providers

As the KSCO based on the International Standard Industrial Classification adopted by the UN is used as the basis for the job seekers' platform, the Korean Standard Industrial Classification(the KSIC) will facilitate collecting the job providers' data and the process of classification[5].

The following figure demonstrates the platform for employers.

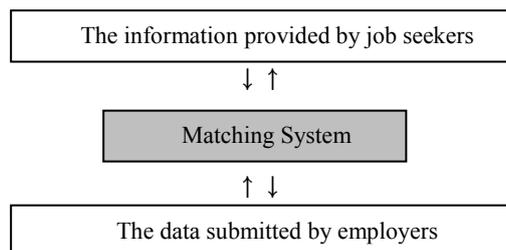


Fig. 1. This figure shows how the Interactive Job Portal Site's matching system works.

In the drastically changing global economic and business landscape, the need for effective global business management has become even more essential. For businesses to remain competitive, they must constantly evolve to tap into the global markets and emerging world opportunities. That is, global competition is making

multinational operations the norm, as companies of all sizes recognize the need to tap into international labor markets and maintain a presence abroad. Yet, small and mid-sized businesses often lack the in-house human resources capability to expand their reach internationally, so these companies need more insightful support than the conglomerates.

In this regard, the portal job service endows the employers with the breadth and deep local knowledge to negotiate foreign markets by utilizing multicultural manpower. And at the same time, it also protects one of the most vulnerable groups in society, immigrants.

3 Conclusion

The job portal site will be beneficial to bridge the gap between ethnically diverse job seekers and Korean employers. The user-friendly options servicing in various languages would enable the job seeker to access the site easily. This site should be built with an aim to help them to find right jobs as per their qualifications. Employers who look for immigrant workers to expand their business abroad can also easily screen the required candidates within less time.

In conclusion, considering the recent trends in global job market, Korea definitely has the economic clout to attract the best and the brightest from anywhere in the world by utilizing the infrastructure and cultural attractions to appeal to such individuals. The job portal site will offer immigrant job seekers and Korean employers with comprehensive online-services. And starting from this service, Korea will prove to be ready to embrace the people dubbed *Ijuja*, or immigrants, as full and equal citizens.

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Appendix

The following is the Classification of Occupations According to the KSCO:

1. Managers such as sales and customer service managers
2. Professionals and Related Workers
3. Clerks
4. Service Workers
5. Sales Workers
6. Skilled Agricultural, Forestry and Fishery Workers
7. Craft and Related Trades Workers
8. Equipment, Machine Operating and Assembling Workers
9. Elementary Workers
- A. Armed Forces