PEN–International Business Meeting

Accomplishment Report

KEPAD
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Korea Employment Promotion Agency for the Disabled
Unique Government Agency for the Disabled under the Ministry of Labor established in 1990

What we do...

- Improving Employability of people with Disability
  Vocational Competency Development
- Employment Promotion
- Improving Employment environment
- Creating fair opportunities for decent work for people with disability
Institution Overview

How we structured...

President

Headquaters

15 Local Branch Offices

5 vocational competency development centers

EDI (R & D)

Assistive Technology Center

ILDAN DAEJEON BUSAN JEONNAM DAEGU

Korea Employment Promotion Agency for the Disabled
Project History
with PEN–International
**Project History**

- **2005.7**: An agreement for mutual cooperation between KEPAD & PEN-I

- **2006.3**: Set up a Five-Year Action Plan
  - Set up a Specialized Course for the Deaf at Ilsan Vocational Competency Development Center of KEPAD

- **2006-2007**: Faculty Training in the NTID
  - Developing Learning Aids
  - Networking with Domestic Institutions (KNU...)

- **2008**: Cross-Cultural Student Exchange with DLS-CSB(SDEAS)
  - Joint R&D supported by PEN-I
  - (Counseling Guidebook)
Project History

Where we are...

- **Importer**
  - Benchmarking (2005 ~ 2007)

- **Self-Sufficiency**
  - Stabilization (2008 ~ 2009)

- **Exporter**
  - Maturity Transmission (2010 ~ )
Specialized Course for the Deaf
at Ilsan Vocational Competency Development Center of KEPAD
A specialized Course for the Deaf

- Start Date : 2006. 9.4.
- Target Course : Mechatronics (Mechanics+Electronics)
- Duration : Maximum 2 Years

**Students**

<table>
<thead>
<tr>
<th></th>
<th>Enrolled</th>
<th>Graduates</th>
<th>Employment</th>
<th>Average Period</th>
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</thead>
<tbody>
<tr>
<td>Total</td>
<td>16</td>
<td>12</td>
<td>10</td>
<td>1.5 Year</td>
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</table>
Curriculum Focus

- Technical Skills
- Communication Skills
- Social Skills

→ Competent Workforce
Curriculum

- **Technical Skills**
  - Machine Processing (CNC, MCT) 3D CAD/CAM, Modeling

- **Communication Skills**
  - Presentation skills, Writing skills, job interview role-playing

- **Social Skills**
  - People skills, Professionalism, self-management
Accomplishments

- Faculty Development
**Accomplishments - Faculty Development**

- **Faculty Training in the NTID**

<table>
<thead>
<tr>
<th>Dates</th>
<th>Persons</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005. 10.28~11.6</td>
<td>6</td>
<td>NTID system overview</td>
</tr>
<tr>
<td>2006. 6.14~6.22</td>
<td>4</td>
<td>Counseling</td>
</tr>
<tr>
<td>2007. 3.3~3.11</td>
<td>4</td>
<td>Classroom Communication</td>
</tr>
</tbody>
</table>

- **Sign Language program for the Faculty**
  - 3,639 Hours (2006.3~2007.7)

- **Outcomes**
  - Heightened Awareness about Educational Needs of the Deaf
  - Improved Sign Language Ability of the Faculty
  - Motivated to develop Learning Aids to Support Learning for the Deaf
  - Information exchange with domestic educational institutions:
    - Workshop and faculty exchange with Korea Nazarene Univ. (KNU)
Accomplishments

- Developing Learning Aids
WBT (Web Based Training Program)

- Developed by the Faculty and professionals
- Accessible Anytime and Anywhere through Internet
- Sign language Clip, Simulation lecture Clip, Captioning, Dictionary Link, Q&A board

Accomplishments - Learning Aids
Developing a Sign Language Dictionary for Technical terms - Mechanics

- Overcoming the limitation in Fingerspelling in delivering the meaning of technical terms
- Meeting the needs of Standardized Sign Language expression for technical terms
- 220 copies distributed to educational institutes and technical colleges
Accomplishments – Learning Aids

- Publishing a Guidebook for teachers in Deaf Education

- Introducing NTID ‘Class Act’ in Korean with a Case of Specialized course for the Deaf in KEPAD
  412 copies distributed to 269 educational institutes
Developing MBTI Video with Sign language for the Deaf

- Developed by the professionals to improve Reliability of the test for the Deaf
- Approved by the Korean Psychological Testing Institute
Accomplishments – Learning Aids

Introducing Sign Language Avatar program

Developed by KAIST and Assistive Technology Center of KEPAD
Text is presented with Sign language through 3 D Avatar model
Accomplishments

- Building a Deaf-Friendly Learning Environment
Accomplishments - Deaf-Friendly Learning Environment

Classroom communication Support

Sign Language Interpreter

Captionist
Accomplishments - Deaf-Friendly Learning Environment

- Lights for Sign language interpreter

Installing Angle-flexible lights for sign language interpreter
Accomplishments - Deaf-Friendly Learning Environment

Flash Lights for gaining attention in class

Install Flash Lights on the Ceiling
Use Remote controller
- Initiatives for improving awareness in the Workplace

- Publishing a poster about communication tips for the Deaf

‘10 tips for better communication with Deaf workers’
Accomplishments

- Students Achievements
Accomplishments - Educational Accomplishment

Student Achievements
- Attainment Rate of National Technician Certificates : 67%
- Awarded in local technician competition for PWD

Student Employment Status
- Employment Rate of the Graduates : 100%
- Job Retention Rate : 83.3%
- Jobs : Semi-Skilled technicians in Mechanic fields
Challenges
Challenges

**Supporting Workplace Adaptation**
- Communication problems with hearing workers
- Conflicts with hearing workers due to Cultural difference

**Developing a Counseling Guidebook for Deaf Students**

**Strengthening Domestic and International Network**
- Activating domestic network
- Strengthening International network within PEN-I