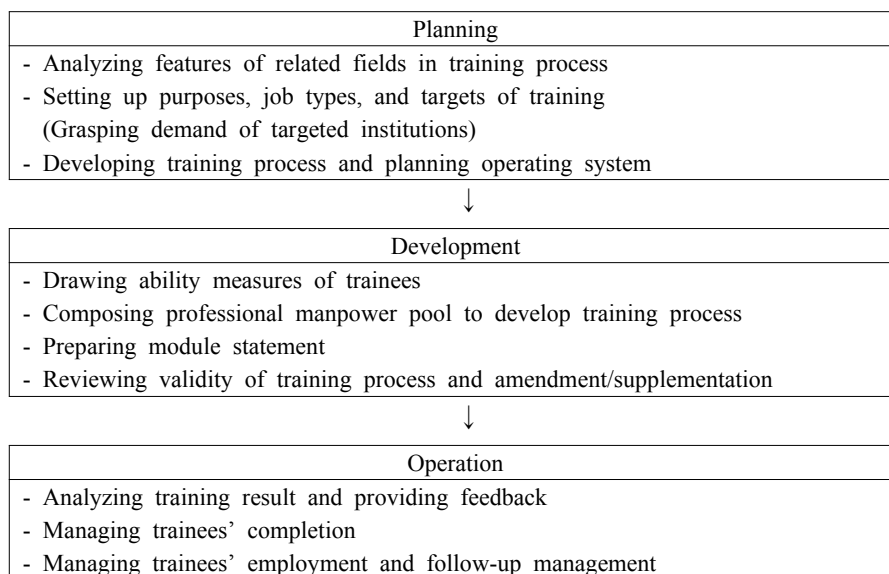# A Research on Model for Development and Operating System of Training Courses within the Vocational Competency Development Account System

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Now in 2013, when Vocational Competency Development Account System(VCDAS) has been practiced for six years, the controversy over the level of Eligible Training Process(ETP) has continued. Therefore, we need to develop training process and operating system of VCDAS by designing its development, application and follow-up management. Then, we can provide them to vocational training institutions and use them to screen ETP. In other words, we should improve overall level of VCDAS training process, provide trainees with decent-quality vocational training, and further enhance overall standard of vocational training.

For these reasons, we develop VCDAS training process and consider relevant theories of its operating system. Then, we select and analyze excellent training processes and its training institutions based on certain level. Afterwards, we develop training process and operating system covering demand survey of training process development to trainees' employment and follow-up management, and we suggest relevant policy proposals. The purpose of the research is to help training institutions, which participate in VCDAS in the future, and to develop and operate training processes properly. A model for VCDAS training process and operating system designed by the research is as below.

[Figure] A Model for Vocational Competency Development Account System Training Process and Operating System

Planning
- Analyzing features of related fields in training process - Setting up purposes, job types, and targets of training   (Grasping demand of targeted institutions) - Developing training process and planning operating system

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Development
- Drawing ability measures of trainees - Composing professional manpower pool to develop training process - Preparing module statement - Reviewing validity of training process and amendment/supplementation

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Operation
- Analyzing training result and providing feedback - Managing trainees' completion - Managing trainees' employment and follow-up management

Relevant policy directions based on the model above which are in need of improvements are as follows.

First, for development and operation of training process in the future, it is desired that the model presented in chapter 5 be manualized with details of orders, levels, and methods. These must be helpful for members of training institutions to do organizational activities smoothly, understand tasks systematically, and secure certain level of training curriculum.

Second, VCDAS training process must indicate in the training implementation plan or the teaching-learning plan its essential elements which are planning, implementation, and assessment(training purpose, training targets, teachers/instructors, facilities/equipments, training contents, teaching- learning methods, subject completion system, assessment tool for training achievement, etc.). Currently, assessment items of subject completion system and assessment tool for training achievement are missing at the assessment stage for ETP content suitability. Therefore, subject completion system and assessment tool for training achievement also need to be included in essential elements of training process, and it needs to be checked at the assessment stage for ETP content suitability if they are really included and composed properly.

Third, it seems quite hard in reality for a training institution to properly analyze industry and labor market and to grasp demand of industrial manpower. Therefore, the government and local governments are desired to do it autonomously by region and by industry. Ultimately, it is desired for them to provide the data to training institutions for their applications, or to develop NCS by job types or learning module immediately.

Fourth, it is difficult to identify whether the quality of training process authorized in ETP assessment is maintained same as its initial assessment. Thus, training institutions need to assess its quality management on their own during the operation of training process. For this, training institutions are desired to present their own assessment plan for quality management at ETP assessment stage. Also it can be considered to include it in suitability judgement stage.

Fifth, in the United States and Australia, training institution and training process sponsored by the government are under the government's management and supervision through on-line and follow-up management(overall feedback for improvements) in order. Therefore, NCS Account System development and acknowledgement should be promoted in connection with NCS and learning module development and application policies. In other words, it is desired that only acknowledged institutions as VCDAS training process operating institutions or training institutions whose training process is approved at ETP assessment can operate verified programs.