

A Case Study of Government-Funded Vocational Training Programs Based on National Competency Standards(NCS) in South Korea

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The purpose of the research was to analyze the current status of vocational training operations supported by the government based on National Competency Standards (NCS).

In particular, a case study of ten vocational training institutes was conducted as part of the main research methodology in order to identify the impact of NCS on the operational elements and stages of vocation training. In the case study, we focused on human factors, material factors, and program factors in terms of operational elements. In the aspect of operational stage, the research mainly emphasized ‘course development’, ‘trainee recruitment and selection’, ‘class operation(teaching and learning phase)’, and ‘job guidance’.

To complement the case studies, a survey questionnaire was applied to vocational training institutes that participated in national core strategic industry occupational training in 2015. 402 of the 460 institutions participated in the survey, and the response rate was 87.4%.

The major results of this study are as follows. ‘course development’, ‘trainee recruitment and selection’,

While the interest, investment, and effort of the stages of ‘trainee recruitment and selection’, ‘class operation’ phase increased, ‘course development’ and ‘job guidance’ decreased. Although the increase in investment and efforts of vocation training institutes has been prominent in the class operation(teaching-learning stage), it is not a positive situation to see if the actual situation is clear. Unfortunately, it was confirmed that the simple administrative work increased without investment and effort in the regular classroom operation. Rather, the supplementary classes have increased dramatically in the stage of classroom

operation. This is because the NCS-based training programs is limited in reflecting the needs of trainees and companies. The training institute pay for its own expenses and organize separate programs. It was confirmed that the operation cost of the supplementary class was borne by the training institution. Despite the increase in government expenditure support after the introduction of the NCS based training courses, it was recognized that the increased administrative costs and operating costs of the supplementary classes were acting as difficulties in the management of training institutions.

Through this study, it was found that acceptance and perception of NCS policy of trainees and corporations is very low compared to training institutes. The low acceptance of the NCS policy in the field of vocational training has a negative impact on the quality and performance of vocational training operations. In order to enhance the performance of NCS vocational training, it is necessary to increase the acceptance of NCS policy of trainees and companies, and it is necessary to pursue vocational training policy in accordance with the speed of acceptance of NCS policy of trainees and corporations.