

Perception and Support Plan Among Enterprises Regarding Meister School Graduates

01 The Need for Analysis and Analysis Materials

It is necessary to continuously monitor the perception enterprises have regarding Meister School graduates to support their successful establishment in the labor market.

- The employment rate of Meister School graduates has been more than 90% for two years in a row (90.3% as of April 1, 2013, and 90.6% as of April 1, 2014).¹
- The perceptions held by HR managers who hired Meister School graduates and the support plans they developed for these graduates were analyzed to help the transition of these graduates into the labor market and to seek policy measures for successful career development.

Analysis material: Data from the Survey of Meister School Graduates (2014) by KRIVET

- Analysis method: Mobile survey and Internet survey conducted in parallel between October 20 and October 31, 2014
- Analysis target: 482 HR managers who hired 1st year Meister School graduates

〈Table 1〉 Distribution of Analyzed Companies by Size and Industry

(Unit: persons)

Industry	Company Size	Small and Medium-Sized Enterprises (Fewer than 300 employees)	Large Companies (300 or more employees)	Total
Manufacturing Industry		296	63	359
Service Industry		81	42	123
Total		377	105	482

- Analysis Questionnaire
 - The education level required for work performed by Meister School graduates: The answers to "In your opinion, what is the education level actually needed for the work currently performed by Meister School graduates?" were analyzed.
 - Competency compared to junior college graduates: The answers to "What is your assessment of the competency of Meister School graduates compared to junior college graduates?" were analyzed based on a 6-point scale (① Very low to ⑥ Very high), and the rates of answers corresponding to 4 points or higher (④ Slightly high, ⑤ High, and ⑥ Very high) were analyzed..
 - Basic work competency of Meister School graduates: The answers to "What is your assessment of the basic work competency of Meister School graduates in your company?" were analyzed based on a 6-point scale (① Very low to ⑥ Very high), and the rates of answers corresponding to 4 points or higher (④ Slightly high, ⑤ High, and ⑥ Very high) were analyzed.
 - Development potential of Meister School graduates: The answers to the question "Do you think Meister School graduates can develop further?" were divided into "self-development potential"

Footnote

1) Press release by the Ministry of Education (May 15, 2013) on the employment rate of specialized high school and Meister School graduates. Ministry of Education (September 22, 2014), Specialized high school/ Meister School



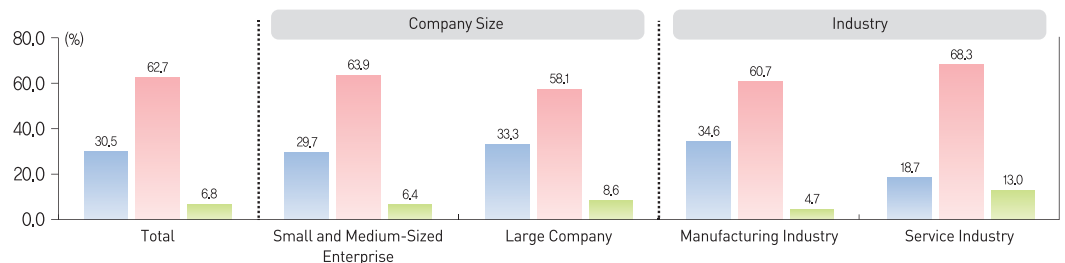
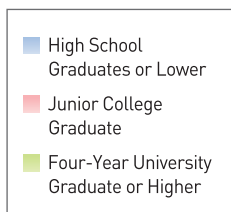
and "promotion potential" and analyzed based on a 6-point scale (① Not at all to ⑥ To a very high extent), and the rates of answers corresponding to 4 points or higher (④ To a slight extent, ⑤ To some extent, and ⑥ To a very high extent) were analyzed.

- The reason for hiring Meister School graduates for two years in a row: The answers to "If you hired Meister School graduates for two years in a row, what was the reason?" were analyzed.
- The reason for future hiring plans: The answers to "If you have future hiring plans, what is the reason?" were analyzed.
- Plans to support the career development of Meister School graduates: The answers to "Supporting the Work-Learning Dual System, HR management centered on capability, and continued cooperation for the successful implementation of the Meister School policy" were measured based on a 6-point scale (① Not at all to ⑥ To a very high extent), and the rates of answers corresponding to 4 points or higher (④ To a slight extent, ⑤ To some extent, and ⑥ To a very high extent) were analyzed.

02 Perception of Meister School Graduates Among Enterprises

| The companies perceive the educational levels of Meister School graduates to be the same as junior college graduates.

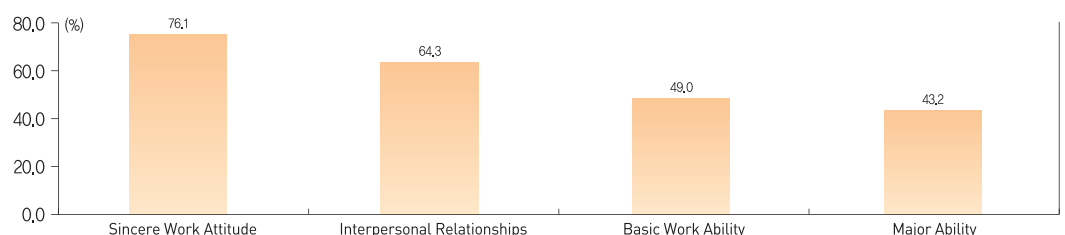
- The biggest number of people (62.7%) answered that the educational level needed for the work currently performed by Meister School graduates is that of a junior college graduate, followed by high school (30.5%) and four-year university graduate or higher (6.8%).
 - With respect to company size, 63.9% of small and medium-sized enterprises answered that the work performed by a Meister School graduate requires the education level of a junior college graduate, higher than the 58.1% of respondents from large companies.
 - By industry, the portion of Meister School graduates performing the work requiring the education level of a four-year university graduate or higher is greater in the service industry (13.0%) than in the manufacturing industry (4.7%).



[Figure 1] Educational Level Required for Work Performed by Meister School Graduates

| Companies perceive that the competency of Meister School graduates was somewhat higher than that of junior college graduates.

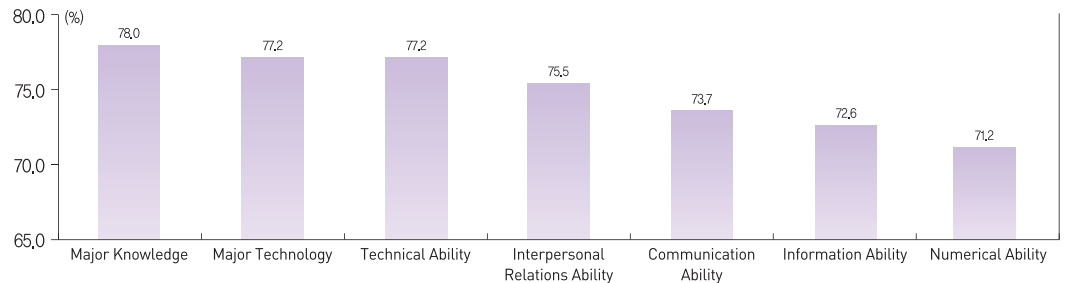
- Most companies (76.1%) answered that Meister School graduates have a better work attitude than junior college graduates.
 - Other items where the companies consider Meister School graduates to be superior to junior college graduates are interpersonal relationships at 64.3%, basic work ability at 49.0%, and capability in the major field of study at 43.2%.



[Figure 2] Comparison of the Capabilities of Junior College Graduates and Meister School Graduates

Companies consider the basic work capabilities of Meister School graduates to be outstanding.

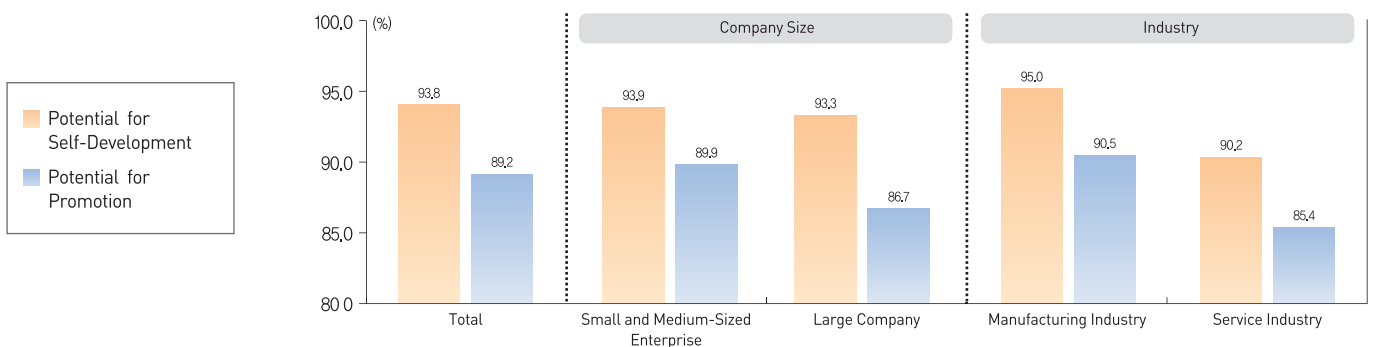
- Regarding the basic work capabilities of Meister School graduates, most companies answered major knowledge at 78.0%.



[Figure 3] Basic Work Capability Levels of Meister School Graduates

The development potential of Meister School graduates is also high.

- The rates of the self-development potential(93.8%) and promotion potential(89.2%) among Meister School graduates are very high.

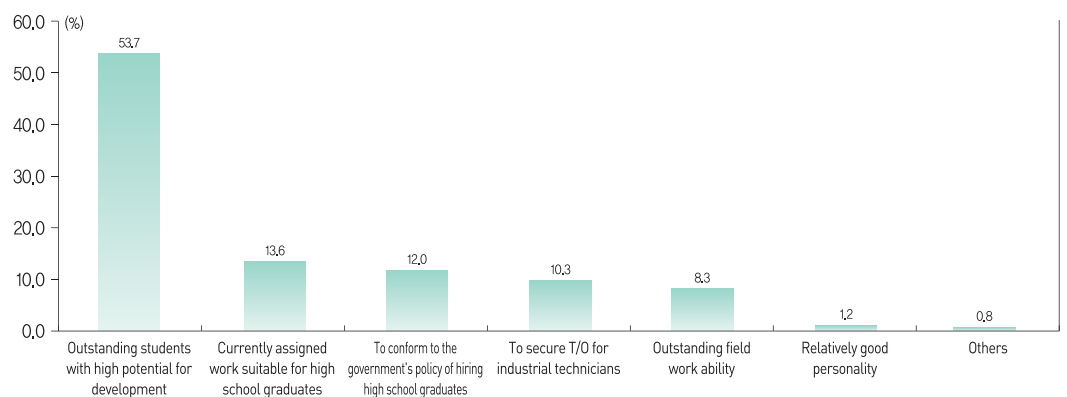


[Figure 4] Self-Development Potential and Promotion Potential Among Meister School Graduates

03 Reasons for Hiring Meister School Graduates for Two Years in a Row and Future Hiring Plans

More than half of the companies surveyed hired Meister School graduates for two years in a row.

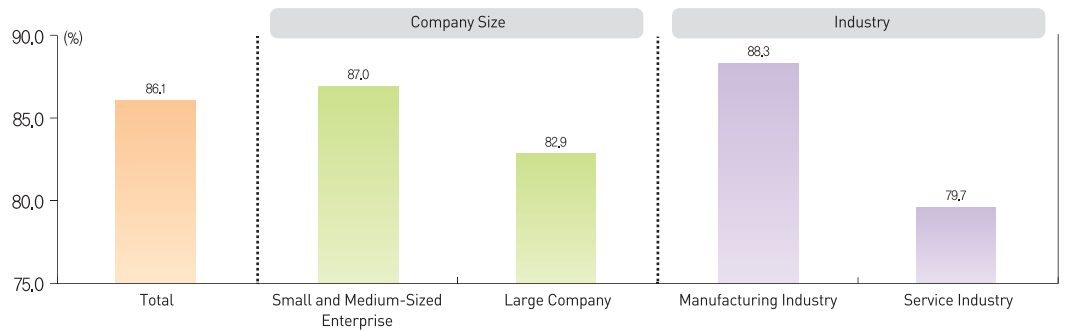
- 50.2% of companies answered that they hired Meister School graduates for two years in a row.
- With respect to the reasons for hiring Meister School students for two years in a row, "Outstanding students with high potential for development" was answered by the greatest number of companies (53.7%).



[Figure 5] Reasons for Hiring Meister School Graduates for Two Years in a Row

| Companies consider the forecast of Meister School student employment to be positive.

- The percentage of companies that plan to continue hiring Meister School graduates is 86.1%.
 - With respect to company size, 87.0% of small and medium-sized enterprises and 82.9% of large companies have plans to hire Meister School graduates.
 - With respect to industry, 88.3% of companies in the manufacturing industry and 79.7% of companies in the service industry have plans to hire Meister School graduates.

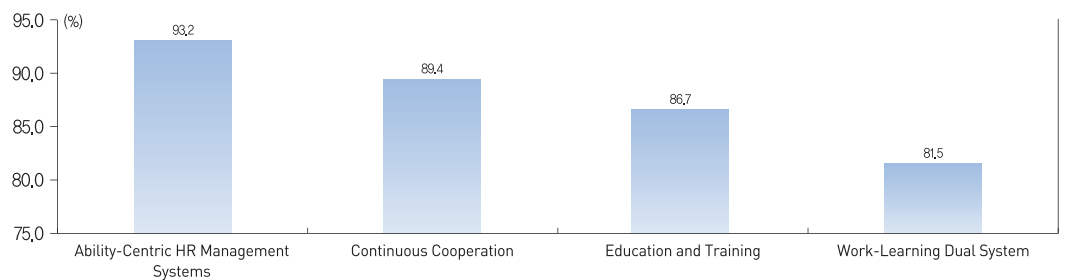


[Figure 6] Future Employment Forecast for Meister School Students

04 Support Plan Enterprises have for Meister School Graduates

| Companies have many measures planned for supporting the career development of Meister School graduates.

- Companies support Meister School graduates so that they can balance work and study. They also operate ability-centric HR systems and education and training programs and plan continuous cooperation for the successful implementation of Meister School policy.
 - The percentage of companies carrying out ability-centric HR systems is 93.2%. Moreover, 89.4% answered that they will continuously cooperate for the successful implementation of Meister School policy.
 - The percentage of companies planning education and training for Meister School graduates is 86.7%, with 81.5% planning to support a balance between work and study.



[Figure 7] Support Plans of Enterprises for Meister School Graduates

05 Implications

- Companies have high regard for the capabilities of Meister School graduates and a high number intend to continue hiring them.
- Continued policy support is necessary to ensure that company support for Meister School graduates is carried out efficiently.
- Moreover, a system for regularly receiving the feedback of enterprises regarding high school graduate employees and for sharing information between schools and agencies is necessary.

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