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The International Conference on Human  
Resources Development Strategies  
in the Knowledge-based Society

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(Labor market changes and human resource development strategies in the knowledge-based society)

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- : Dr. Eric Im( )

- : Mr. Shigemi Yahata( )

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  - : Dr. Nigel Haworth( )
  - : Mr. Peter Upton( )
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  - : Mr. Bent Paulsen  
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Prof. Nigel Haworth

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Mr. Peter Upton

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Mr. Chris Robinson

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**Opening Address: Moo-Sub Kang**  
**(President of KRIVET)**

Assistant Minister of Labor,  
Distinguished guests,  
Ladies and gentlemen,

On behalf of our institute, the Korea Research Institute for Vocational Education and Training, I would like to welcome you to the International Conference on human resources development strategies in the knowledge-based society.

We are greatly honored to host this Conference, which addresses one of the most urgent and challenging policy issues facing many countries today.

Today's reality is that all our countries have to take part in a world-wide process of profound structural change. New technologies, especially information and communication technologies have already significantly affected the way our economies are organized and operate.

As our societies transform into knowledge-based ones, the importance of knowledge will increase greatly whereas the importance of the productive resources, 'labor' and 'capital' will diminish. The knowledge-based society gives knowledge center stage as the shaping force behind human action and society.

Ladies and gentlemen, a knowledge-based society increases the opportunities for economic growth and productivity gains. At the same time it poses a major challenge to the adjustment capabilities of our countries.

In the present world of accelerating advancement in science and technology, and intense economic competition, human resources development has become a decisive force in pushing forward the sustained economic development and technological progress. How to meet the challenges under the new environment has become an arduous and urgent task for all countries, as has the need to devise our effective strategies and policies for human resources development.

I believe, for an effective human resources development strategy under this new environment and the challenges it presents, the core should be the enhancement of the overall quality and adaptability of the labor force and the contents should be vocational training, continuing and recurrent training, and continued upgrading of knowledge and skills. Each country, however, should give full consideration to its own economic development and unique environment and at the same time, it must formulate its respective strategies and policies on human resources development.

Our theme for the Conference is "human resources development strategies in the knowledge-based society." I believe the theme is appropriate, considering the current situation where mutual

understanding and cooperation is needed to promote the prosperity of each country.

During the conference we will discuss issues around the following three sub-themes:

First, to examine changes in the industrial and employment structures in the knowledge-based society,

Second, to identify strategies and directions of human resources development in the knowledge-based society, and

Third, to explore methods of strengthening the effective transition from school to the labor market.

I wish to thank presenters from several countries for the papers which they have prepared for our discussions of these important issues. Their papers highlight the major challenges which we all confront as experts responsible for human resources development in many countries. Equally, they set some clear priorities for action to meet those challenges, and offer some useful practical guidance for all of us.

The benefits of human resources development are measurable and accrue to all. During the conference we will seek to strengthen the framework to make these things happen, and ultimately contribute to a richer and more productive working life for our people. There is much to do, but the outcome will be very rewarding.

Our governments can not meet the challenge alone. A high degree of social consensus, at the national level and at the international level, is needed to successfully carry out the process.

I would like to encourage all of you to share your ideas with us. It is a fact that the challenges resulting from rapid structural change have created pressures to act. Initiatives, however, must be based on the best evidence available. I trust that the high quality of our work will facilitate this goal being reached at this conference.

As I conclude my opening remarks, I would like to wish you an interesting and productive conference. I look forward to hearing your thoughts and ideas, and I am confident that they will be highly valuable to all of us.



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**Keynote Address: Yong-Dal Kim**

**(Assistant Minister for Employment Policy,  
Ministry of Labor)**

Leaders of the labor, economic and education communities!

Distinguished guests.

Ladies and gentlemen!

Mr. Peter Upton, the Secretary-General of UK UNESCO and Director of Training and Education of British Council and all the presenters, who will share your valuable experiences and policy insights with us!

We are gathered here today to participate in this very meaningful international conference organized by Korea Research Institute for Vocational Education and Training on human resources development in the knowledge-based society of the 21st century.

And it gives me a great pleasure to have this opportunity to deliver the keynote speech. Today I'd like to talk about what our policy approaches should be to better respond to recent changes in the industrial environment and labor market.

<Arrival of Knowledge-Based Society>

As you know, a knowledge-based society has already arrived before us.

First there was the agricultural revolution and then the industrial revolution. Now humanity is undergoing a digital revolution, which has been brought on by the rapid progress and convergence of information-communication technology and the Internet.

This digital revolution is replacing tangible assets such as labor and capital with intangible knowledge and information as important factors of production.

As a result, a knowledge-based is emerging with its new paradigm in which growth and prosperity is determined by economic players' ability to create knowledge, diffuse and apply it to productive activities.

This transition to a knowledge-based society is creating drastic changes in industrial structure and labor market.

Regarding the changes in industrial structure, traditional industries are losing their relative importance while high value-added, knowledge-based industries such as electronic commerce, information and telecommunication are increasingly playing the role of an economic growth engine.

In OECD countries the share of value-added created by knowledge-based industries has increased to over 30%. In Korea, the telecommunication industry has grown by an annual 31% every year since 1998 and reached an output of 141 trillion won last year,



accounting for 12.3% of the nation's GDP.

Meanwhile, the labor market has gone through a shift "from brawn to brain" in the character of work and employment pattern, increasing the demand for knowledge workers equipped with expert skills and creativity.

In Korea, employment is expected to grow 26% in core IT positions and 12% in secondary works related to IT over the next five years.

This shift in labor demand has caused the problem of an imbalance between demand and supply in the labor market: Demand for knowledge workers with expert skills and creativity increases, while at the same time, demand for low-skilled or unskilled labor decreases.

Moreover, businesses prefer more flexibility in hiring people and life-time employment is giving way to life-time career involving multiple employers, which leads to the growth of atypical workers such as contract workers.

Lastly, the gap in workers' status in the labor market and income is widening depending on how much specialized skills a worker possesses. This is a knowledge gap of the labor market and it poses a problem of worsening income discrepancy.

The transition to knowledge-based society is posing the same problem of income inequality in Korea.

### <Opportunities and Challenges of Knowledge-Based Society>

The Knowledge-based society offers new opportunities while, at the same time, bringing new challenges to individuals, businesses and nations as well.

As we know from the US's experience, the New Economy can help us achieve a sustained economic growth through rising productivity and high value-added products. In the New Economy, a small number of highly creative people can contribute greatly to industrial development.

But there are challenges at the same time: growing job insecurity, polarization of the labor market due to the knowledge divide, and the need to build an educational and training infrastructure to provide life-long learning opportunities to workers.

### <Policy Directions for Human Resources Development>

I believe that Korea is now in a very favorable position to develop into a leading player in the era of knowledge-based society.

To look at Korea's information infrastructure, 6.25 million or 13.2% of the nation's population use broadband Internet connection, which is the world's highest. And 40.3% of the population surf the Internet, which is the world's third highest rate following the US and Canada.

Despite these advances on the information technology front, Korea's human resources competitiveness ranked a rather disappointing 27th out of 47 countries in 2000 in a study by the IMD.

Therefore in order to secure an international competitiveness on the individual, corporate and national level in the era of a knowledge-based society, Korea should try to leverage its edge in information technology into higher competitiveness of its human resources.

The country urgently needs an overhaul of its policies on human resources development to respond to the changing industrial structure and labor market. That effort will include developing a new vision and strategies to enhance its human resources development.

First, a policy priority should be given to fostering creative knowledge workers needed in the IT and other knowledge-based industries.

Knowledge-based industries are leading wealth creators in the knowledge-based society and many countries including Korea are suffering from the inadequate supply of creative knowledge workers in IT and other cutting-edge industries.

Therefore, we are making a government-wide effort to create a reliable supply of knowledge workers, especially in the five strategic industrial sectors: namely, information, nano, environment, cultural and

biotechnology.

In addition, we are trying to make the public sector play a bigger role in producing knowledge workers by redesigning the curriculums of 22 polytechnic colleges around the country and establishing polytechnic schools specializing in information technology.

We are planning to produce, 60,000 workers needed in core IT jobs and 35,000 workers for knowledge-based manufacturing and service industries such as mechatronics, multimedia and insurance.

Furthermore, we need to reform the current educational system, taking into account the changes in the industrial environment and the labor market to produce creative knowledge workers.

Education should be conducted in a way that satisfies the needs of those who receive it, not of those who supply it; and we need to make all-out efforts to bring together industry, schools and research establishments into an organic system of cooperation.

Second, we should create an environment that encourages companies to enhance their human capital by making investments in their employees.

According to one study, if a company increases its investment in production facilities by 10%, its productivity increases 3.6%, but if it increases its investment in education and training by 10%, its productivity improves by as much as 8.4%.

Realizing that businesses' investment in human resources development is key to improving their competitiveness, we are currently developing a program to help companies establish, implement and evaluate their human-capital investment plans.

Also, in order to encourage training programs at small and medium companies with insufficient resources, we are going to support a training consortium of small and medium companies which will provide partnership among large and small companies and training agencies.

Third, we need to set up a system for providing workers with life-long learning.

In the knowledge-based society, where labor turnover rate is increasingly high, the incentive for companies to make human-capital investments get weaker, and the responsibility to do so is increasingly shifted to workers themselves.

Therefore there is an urgent need to build a system for life-long learning, in order to help workers continuously improve their job skills while working.

To that end, we will expand the infrastructure needed to provide more training opportunities to workers. We are planning to strengthen training programs offered over the Internet including the distance-learning courses that use video conferencing; and provide

job-training courses on a specialized media such as EBS, the education broadcast network.

Further in order to encourage self-initiated vocational training of workers, we will expand the coverage of vocational training subsidy for workers, whereby workers employed at companies with less than 50 workers can receive training subsidy.

We will also find a way to improve the government-backed qualification scheme so that a certificate earned through the scheme can serve as a more reliable and more widely accepted indicator of the holders' job skill level.

And for their job skill development, we will help workers use the increased leisure time that they will get from the introduction of five-day workweek, which is currently being considered by the tripartite committee of labor, management and government.

Fourth, we have to build a participatory partnership among government, businesses, training agencies, labor unions and other stakeholders.

In the knowledge-based society and in a rapidly changing economic environment, it will be inefficient for the government to decide and take all the actions related to the development of human resources.

Therefore, we will develop an institutionalized system through which, not only the government, but also businesses, training agencies and

labor unions can participate in the decision making process.

Businesses and labor unions should not forget that the quality of human resources is an essential element in securing the competitiveness of workers, companies and the nation and they have to actively participate in developing human resources.

In this regard, the relations between labor and management should not be limited to the traditional wage negotiations, but instead take a win-win approach that aims at improving the quality of human resources, that is, improving workers' competitiveness and companies' productivity.

One example of this is the tripartite committees' agreement last July on ways to enhance the nations vocational training system. The agreement was made in line with the recent international trend of participatory partnership in the area of human resources development.

Now the government is planning to guarantee the effective participation, through the tripartite committee, of labor unions and businesses in important decisions on human resources development policies such as improvement of job skill qualification system.

In addition, the government is preparing to set up a Workers' Training Fund to provide job training to atypical workers.

Lastly, we will have to build a "welfare to work" system by means of human resources development, under which we can address the

problems of inequalities in job opportunities and income level, resulting from the knowledge divide.

Recently, the OECD and major research institutes have been emphasizing that development of human resources can play an important role in alleviating the social problems resulting from continued unemployment and low income among the disadvantaged in the labor market.

It is very important that we pursue welfare by getting people jobs. We have to strengthen computer education programs, try to minimize the knowledge divide and offer vocational training courses tailored to needs of different groups, such as the aged, the handicapped and teenagers.

The advent of the knowledge-based society is offering an especially good opportunity to Korea, which has little natural resources but is blessed with wealth of excellent human resources and keen appreciation of the importance of education. It can help the country to make up for its slow start in industrialization.

To turn this possibility into reality, the government will consistently pursue the policy tasks I have mentioned before, so that the nation can become a leading knowledge-based economy.

I hope this international conference will help us bring Korea's human resources development policy to a new height. I hope there will be fruitful discussions and active participation by all participants.



### 3.

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## 4. 보도기사 및 자료

조선일보 2001년 8월 30일 목요일

# “직업기술 순식간에 노후화 평생교육 시스템을 서둘러야”

### 인적자원 개발 국제회의

‘지식기반 사회에서의 인적자원 개발 전략에 관한 국제회의’가 노동부와 조선일보 후원으로 29일 서울프레스센터에서 열렸다. 참가자들은 지식기반 사회에서 발생하는 산업구조 및 고용형태의 변화를 지적하고, 이에 대응한 평생 직업교육의 중요성을 강조했다.

◆ 에릭 임(미국 하와이대 교수): 지식 기반 경제와 산업구조 변화=지난 10년간 미국이 누렸던 경제 호황의 대부분은 정보기술(IT)의 발전에 힘입은 것이다. IT관련 제품은 특히 교체 주기가 짧기 때문에 오늘날 신기술이 내일은 뒤쳐진 기술이 되어버린다. 근로자도 숙련근로자와 비숙련 인력 사이의 급여 차이가 나날이 커지고 있다.

현재 미국 전체 근로자의 3분의 2가 ‘미숙련 근로자’이다. 이들의 기술

수준을 향상시키지 않고서는 미국은 장기적인 경제 성장을 이룰 수 없다. 사회의 양극화 현상을 막고 지식기반 경제 하에서 사회 전반의 안정·균형을 유지하기 위해서는 정부의 적극적인 정책이 중요하다.

◆ 나이젤 하워드(뉴질랜드 오클랜드대 교수): 인적자원 개발 전략=지식 기반 경제를 위한 교육과 훈련은 기능과 지식을 결합하는 방식으로 이루어져야 한다. 이런 관점에서 평생 학습은 매우 중요하다. 대다수의 근로자가 평생교육 기회를 가질 수 있도록 해야 한다. 사회 빈곤층을 포함해 광범위한 계층이 지식기반 경제와 혜택을 받을 수 있도록 해야 한다. 따라서 직장교육을 통해 지식 기반 경제에 걸맞은 사회 협동체제를 구축해야 한다.

◆ 피터 업튼(영국문화원 인력개발부

## 노동자 숙련 비숙련 갈수록 양극화 산업대학 통해 교육... 현장성 높여야

장):영국의 지식 인적자원 개발 전략  
=올해 4월 영국 정부는 16세 이상의 모든 국민을 위한 교육계획을 담당하는 '교육기술협회'를 세웠다. 영국 정부는 교육이 곧바로 취업으로 연결될 수 있도록 각종 직업능력 교육과 시험을 도입했다. 산업 전반에 부족한 고급 기술자를 양산하기 위해서다. 영국은 성인들의 평생교육을 실현하기 위해 산업대학을 설립했다. 또 교육과 기술을 국민들의 일상생활 속에 융합시킨다는 계획아래 '직접교육(learn direct)' 제도를 실시하고 있다. 학교를 졸업한 성인들이 다시 강의실로 돌아올 때 필요한 돈을 적립하는 개인 학습계좌 제도도 만들었다. 여기에 가입하면

150파운드(약 27만3000원)를 교육보조비로 지급받는다.

◆ 크리스 로빈슨(호주국립직업교육 훈련연구소 소장):호주의 학교·노동 시장 변화=지난 80년대와 90년대 호주에서는 청소년 노동 시장의 구성에 큰 변화가 있었다. 대부분의 10대 청소년들은 전일제(全日制) 직장 대신 일정 시간만 일하는 시간제(待間制) 직장을 택한 것이다. 미래의 안정된 직장을 구하기 위해 추가로 교육을 받기 위해서다. 호주정부는 90년대 후반부터 학교에서의 지식교육과 산업체에서의 직업훈련을 연계하는 새로운 교육제도를 실시하고 있다.





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...를 담담하게 받아들일 수 있는 자세를 갖추어야 한다. 정부는 ...를 ...할 ...시간만 일하는 ...시간제(파트타임) ...현하기 위해 ...산업대학을 설립했다. ...직장을 ...제공 ...것이다. ...기업의 ...인정 ...또 ...교육과 ...기술을 ...국민들의 ...일상생활 ...직장을 ...주이기 위해 ...추가로 ...교육을 ...속에 ...융합시킨다는 ...계획이다. ...직업교 ...입기 ...위해서다. ...호주정부는 ...90년대



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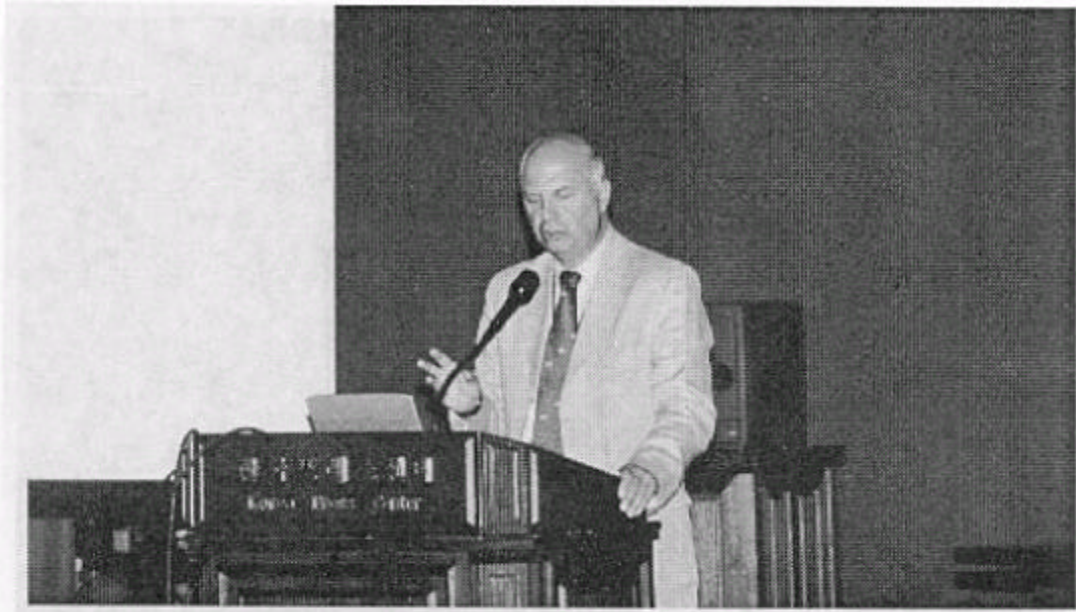
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