

TOWARD COMPETENCY- BASED SOCIETY

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NQF
Development
in Korea: Its
Progress and
Implications

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OVERVIEW

1. Problem Setting: Social Cost of Education Fever

- ✓ The Korean private education market proliferates in the setting where some of the **selected top university graduates** dominate the posts of politics, economy, society and culture, forming a closed academic cartel, so that **many people are desperate to enter into the top universities** which can secure their future progression into the leadership position though **it requires a huge spending on private education**.



OVERVIEW

2. Challenges: Changing Demand for Workforce Capacity

- ✓ The Korean economic stakeholders and companies now request workers to have more **comprehensive capacity**, comprised of cognitive and practical skills highly adaptable to the work environments, and professional behavioural skills with high autonomy and reliability, which can be adapted to the complex working procedures.

Seeking for High Social Status through Education in Personal Level

Growing Gap and Inefficiency at National Level

Genuine Skills Development Beneficial to Social and Economic Development

OVERVIEW

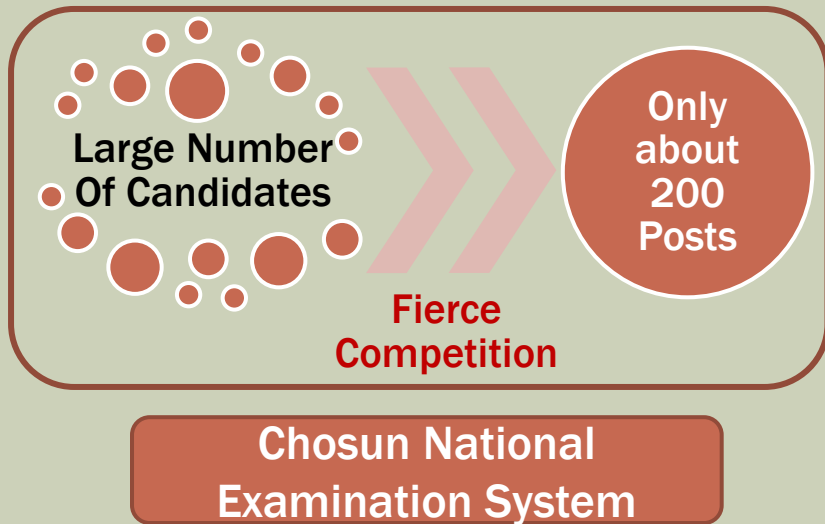
3. Root Cause of the Current Problems(1)

- ✓ The current national university entrance examination is considered to replace the former examination system of Chosun Dynasty, and this testing system seems to be limited to select and nurture the talented workforce with skills and competencies required by the knowledge-based society and creative economy, because it sticks to the traditional measuring system of asking for retrieving knowledge from the rote memory.



OVERVIEW

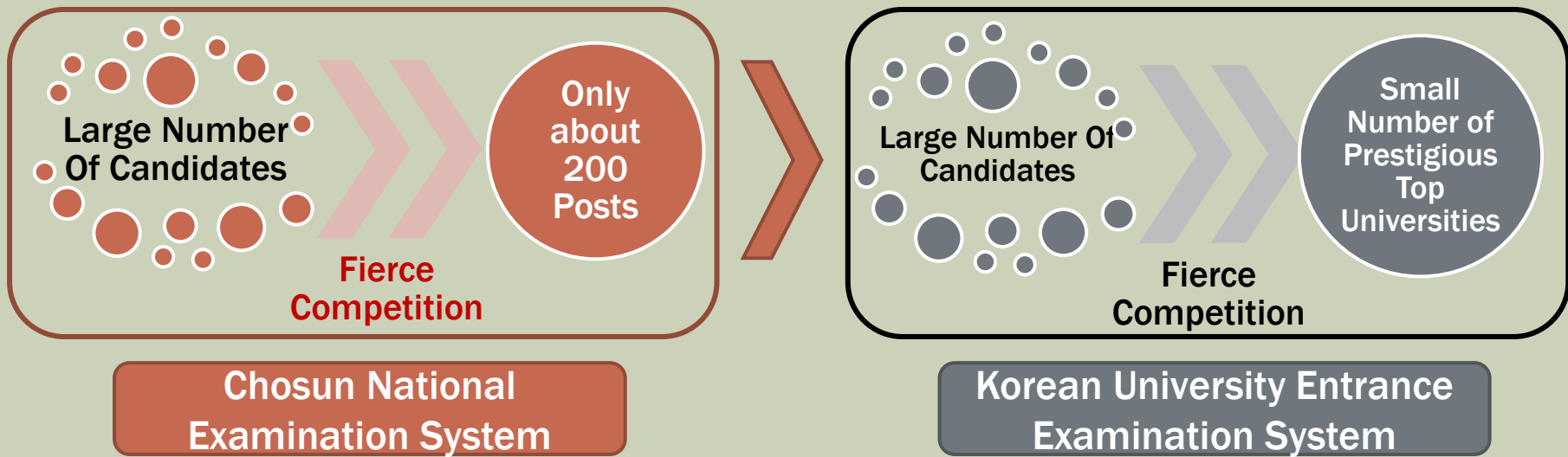
3. Root Cause of the Current Problems(2)



- ✓ The Chosun Dynasty only having **about 200 posts** in the cabinet, **the selection process was so competitive** that the pass of examination was **a life and death issue** for many of noble families.
- ✓ With this given setting, the Chosun had been transformed into the society where every corner of culture, education, tradition and life style was geared toward **winning and sustaining social status through the pass of exam**, ossifying the Dynasty into aristocratic elitism society.

OVERVIEW

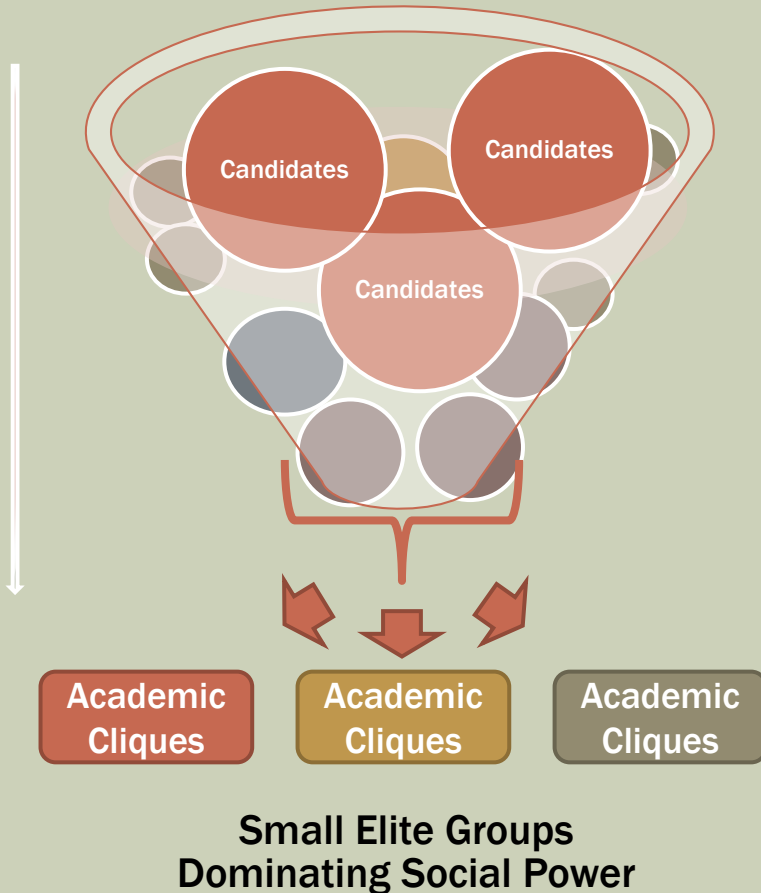
3. Root Cause of the Current Problems(3)



- ✓ In modern Korean society, many people are **desperate to enter into the top universities** which can secure their future progression into the leadership position though it requires a huge spending on private education.
- ✓ In such a way, the elitism tradition of Chosun Dynasty was transferred to **the academic clique system** of modern Korean society, where a small number of prestigious universities dominate social progression route.

OVERVIEW

3. Root Cause of the Current Problems(4)

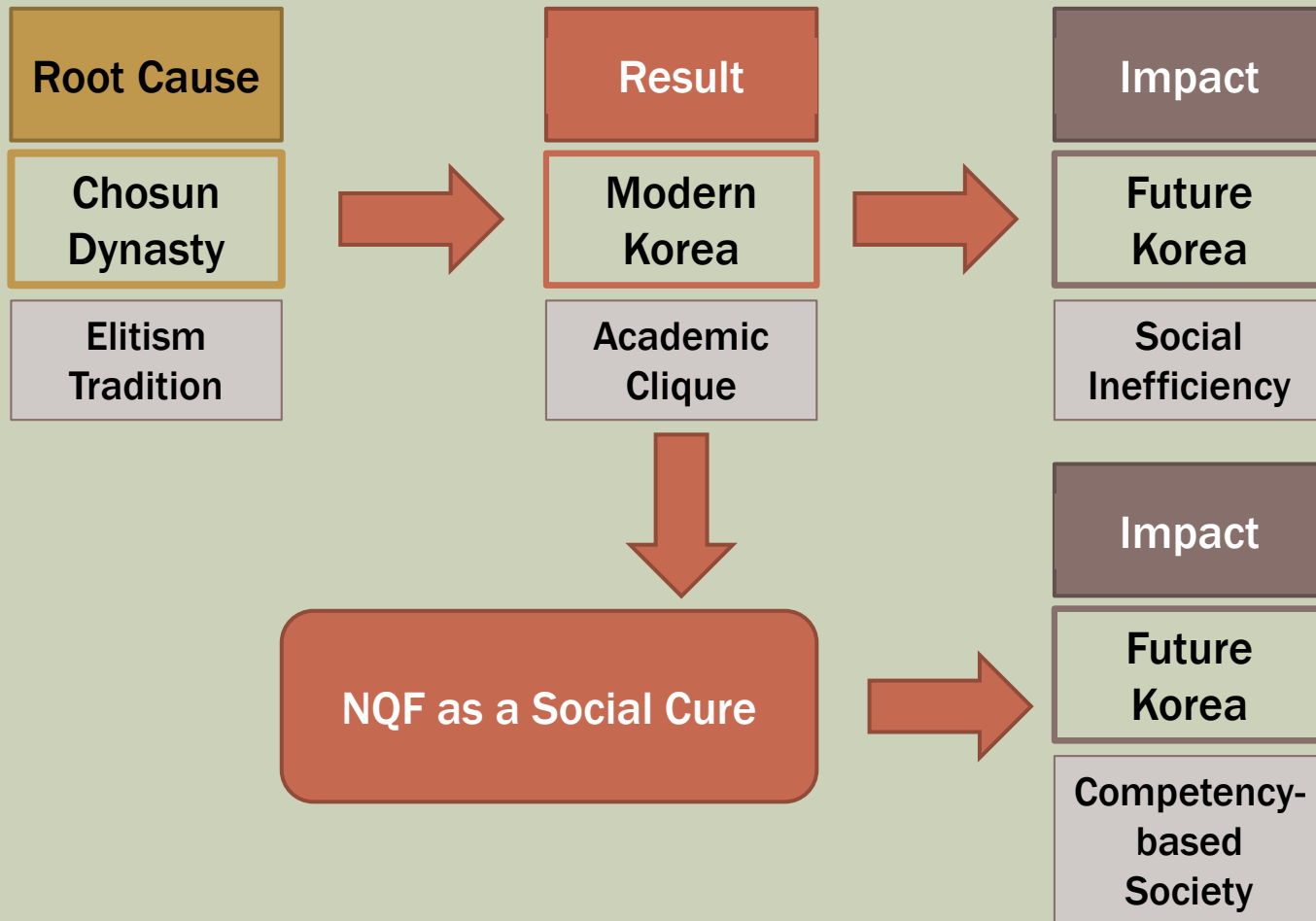


Selection
Process
&
Justification
Process
&
“Winner
Takes All”
Process

The prestigious university degree secured lifelong success. -> Once in the past it was the best family enterprise to guarantee high return on investment.

OVERVIEW

4. Possible Solution(1) - NQF



OVERVIEW

4. Possible Solution(1) – NQF - Objectives

First

- By establishing quality assurance system with a perspective of industrial demands, the education and training system will be reformed in a direction of emphasizing learning outcomes.

Second

- It is expected that the lifelong learning will be promoted by recognizing formal and informal learning outcomes.

Third

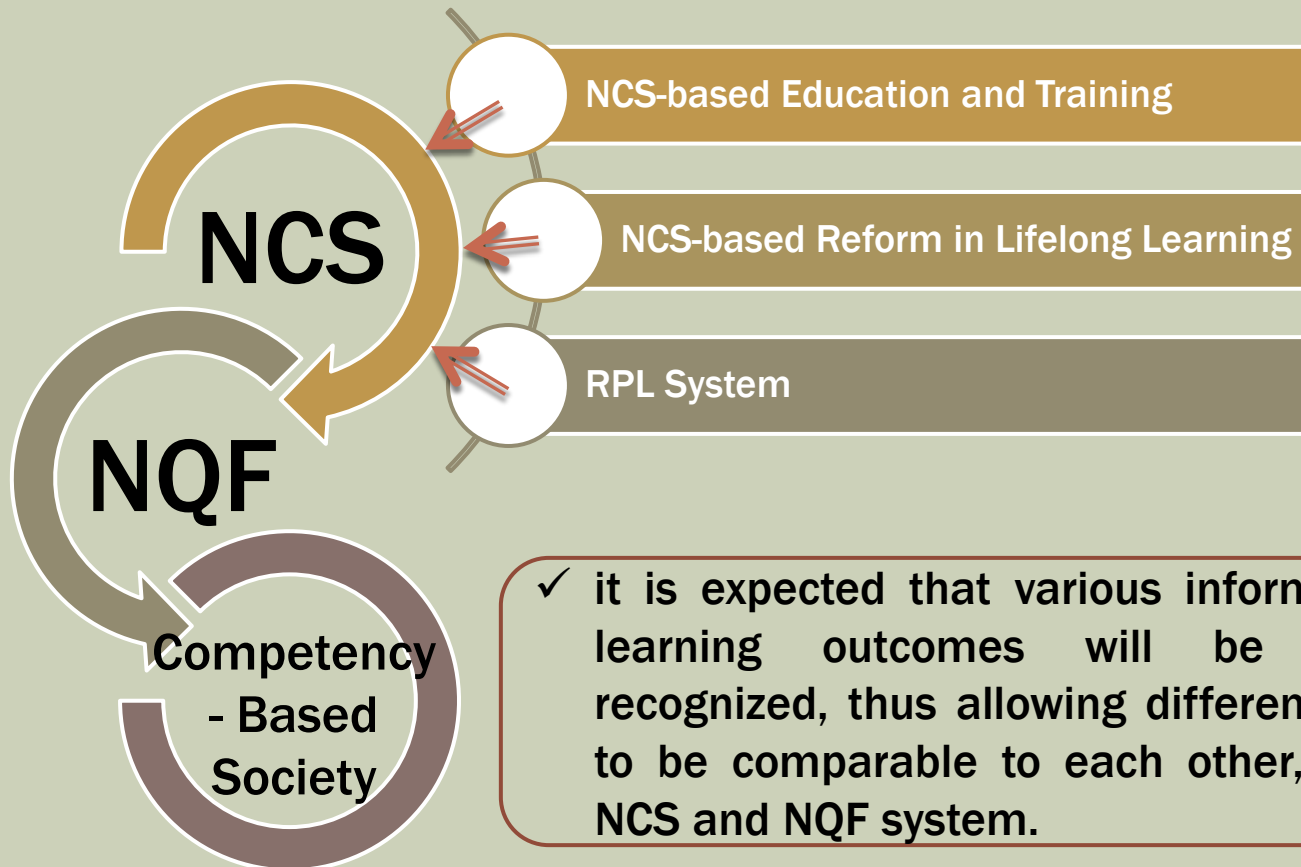
- By ensuring comparability among the qualifications registered into the NQF system, redundancy and inefficiency caused by overlaps between qualifications will be removed.

Fourth

- The NQF is expected to connect education, training and qualification system with labor market, establishing competency-based employment, promotion and job transfer system.

OVERVIEW

5. Possible Solution(2) - NCS



- ✓ it is expected that various informal and formal learning outcomes will be systematically recognized, thus allowing different qualifications to be comparable to each other, based on the NCS and NQF system.

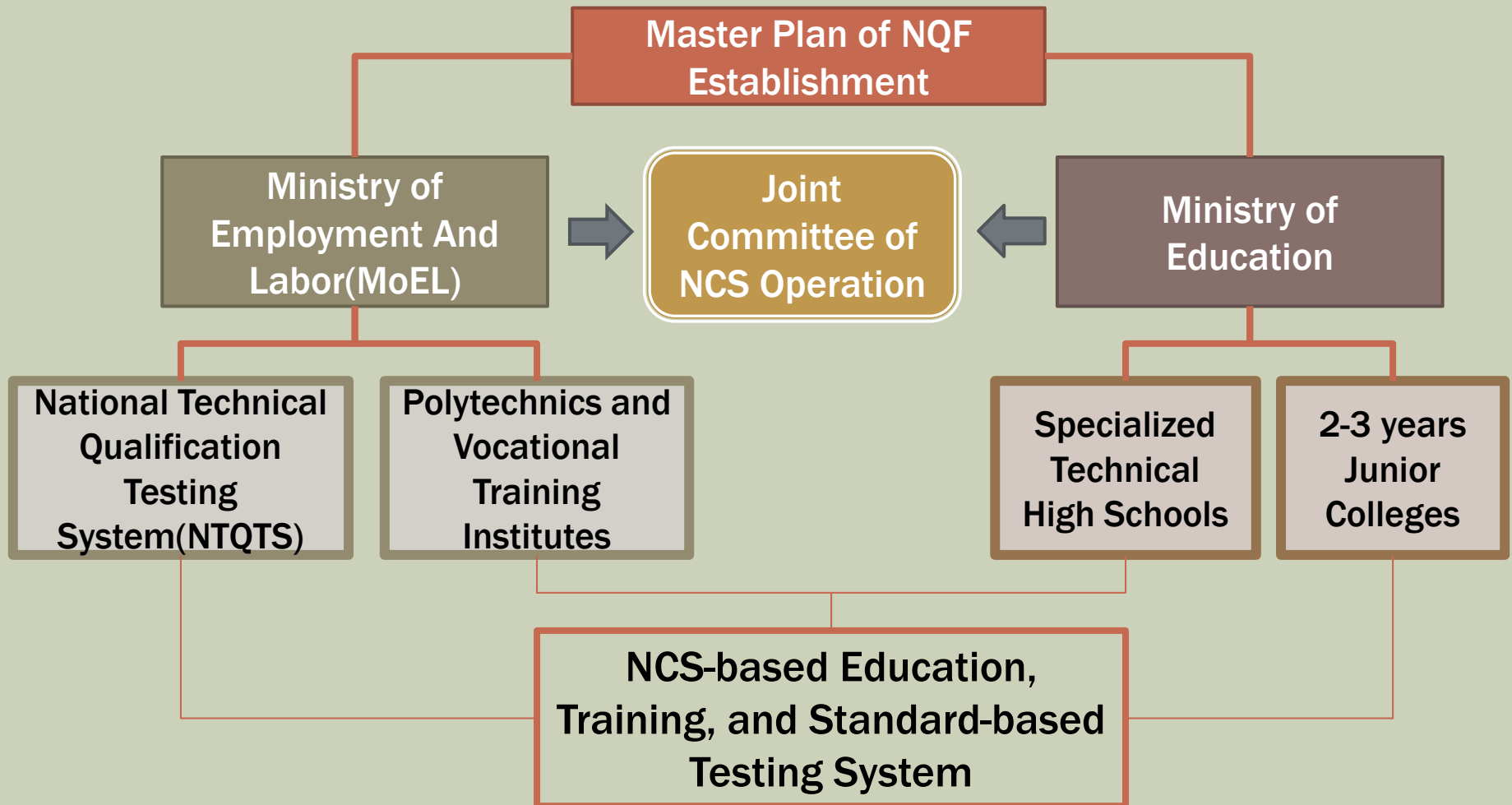
OVERVIEW

6. Similarity of the NQF and the NCS

- The development and application of the NQF and NCS in Korea share similar features as follows:
 - ✓ First, they are carried out in an effort to reflect **industrial demands** into the education, training and qualification system.
 - ✓ Second, the development and application of the NQF and NCS share common features of reforming the existing education, training and qualification system in a direction towards **learning outcome**.

OVERVIEW

7. Current Policy Mechanism



CURRENT STATUS

1. NQF Sector Coverage

NQF level	Education and Training system
1-2	Upper Secondary(from 2 nd year) + VT
3-5	Tertiary + VT
6-8	HE

2. State of Implementation

: Pre-implemeation State

3. Levels and Descriptors

: Two challenges 1) setting a clear scope and boundary of 'skill', 2) terminological issues and defining terms

CURRENT STATUS

4. Pedagogical Support Strategies for Institutionalizing NQF

The education and training programs, designed to acquire certificates defined through the NCS-based Curriculum or Training Standards-based Testing System, are implemented in the specialized technical high school, two and three year junior college, polytechnic, and vocational training centers.

5. Credit System and Prior Learning Accreditation

The way of introducing the credit system was not specified yet, though there is dominant argument for introduction of the credit system. The RPL will be expected to be the focal issue of introducing the NQF.

6. Role of Quality Assurance System

The Korean NQF is basically designed to play a pivotal role in operating quality assurance of the education, training and qualification system, pertinent to the industrial and social demands.

CURRENT STATUS

7. International Recognition of Higher Education and Vocational Qualifications

- ✓ Once the NQF becomes fully effective, the **foreign university degrees** and other diplomas will be **comparable to the Korean degrees** and the national information center is expected to take the role of confirming comparability.
- ✓ There are attempts to make **Mutual Recognition of Agreement(MRA)** with the foreign vocational qualification, and the NQF can be the guiding standard for these procedures. For instance, **Korea** and **Australia** embarked on the process of MRA in specific vocational qualification items such as IT and welding occupations.

LESSONS LEARNED

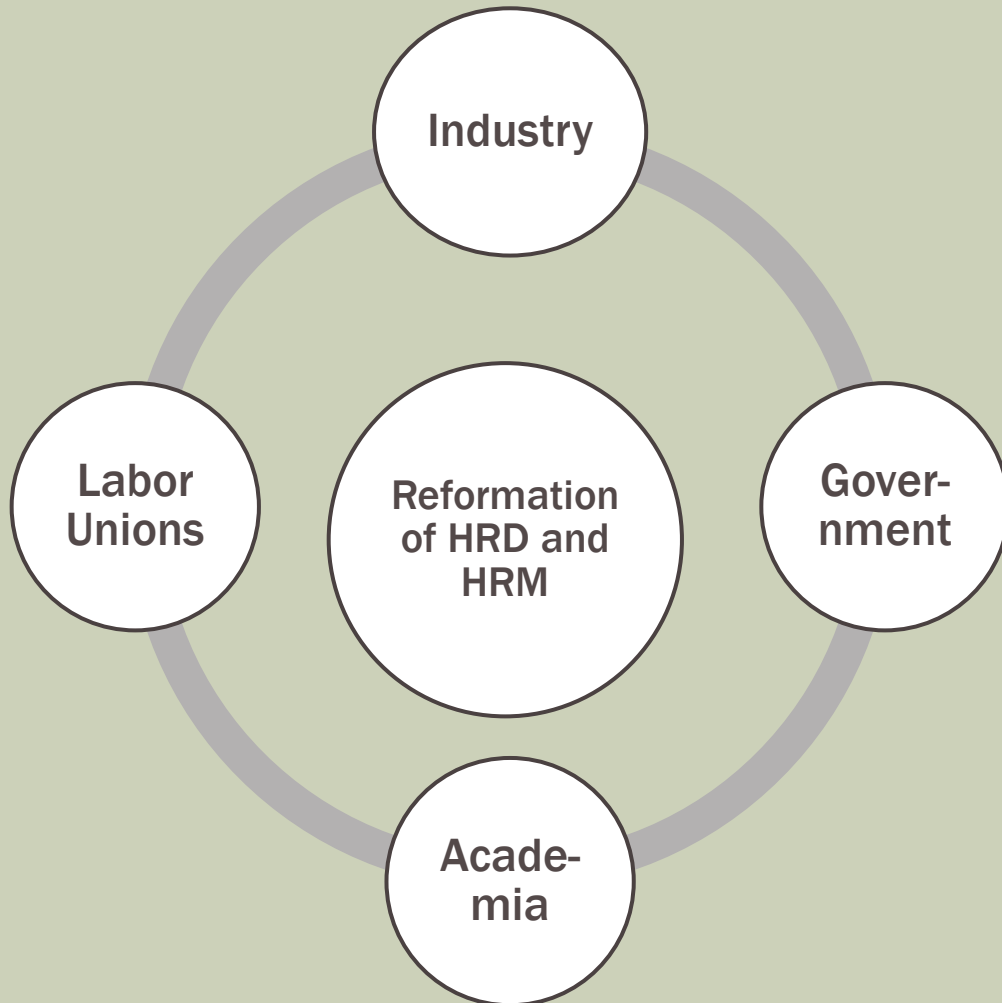
1. Implementation Process



In Korea where harmonious agreement and consensus building has been severely disturbed, it is critical to have a **consensus building** for the success in policy implementation.

LESSONS LEARNED

2. Stakeholder Engagement

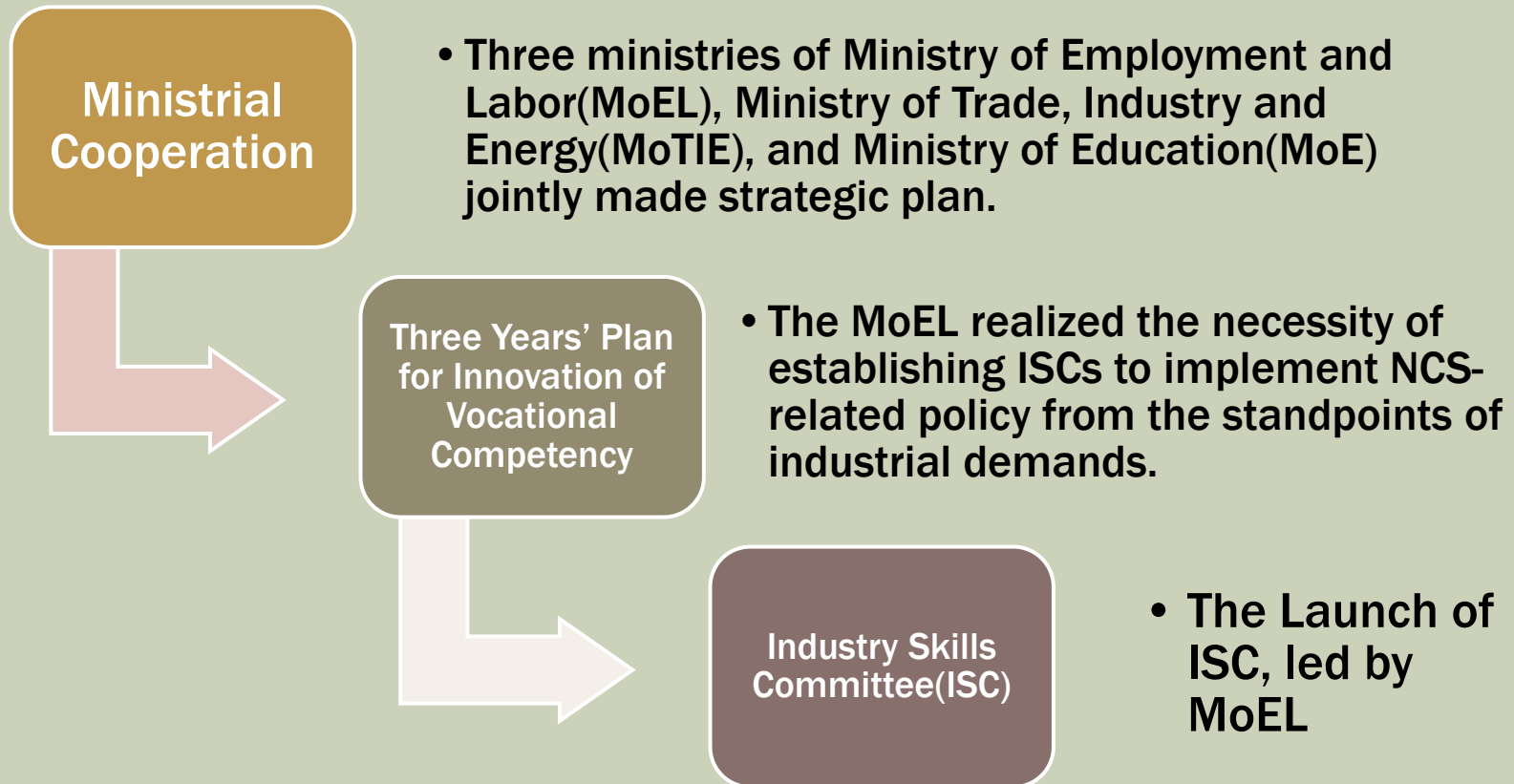


A close cooperation among the big stakeholders are essential for the success of the NQF. Also, now many stakeholders recognize importance of **trust building** as a basis to enable close cooperation.

LESSONS LEARNED

2. Sectoral Relationships(1)

▪ Progress to Establish Industry Skills Committee(ISC)



LESSONS LEARNED

2. Sectoral Relationships(2)

- Purpose of the Industry Skills Committee(ISC)
 - ✓ With a composition of core industrial committee, group, corporation and labor union, the ISC promotes industry driven HRD planning and standardization of utilization, thus alleviating mismatch in workforce demand and supply.
- Current Status of the ISC
 - ✓ The ISC follows industrial categorization used in the NCS.
 - ✓ Currently, there are **13 ISCs** in various industrial fields such as IT, business management, audit, business, administration, electricity, energy, natural resource, and etc.
 - ✓ The amount of funding for each ISCs is about **0.5 M(USD)**, and the amount of support is set by the annual performance evaluation.

LESSONS LEARNED

2. Sectoral Relationships(3)

■ Major Functions of the ISC

1. Decision making on major human resource management issues of the given sector

2. Expanding and enhancing industrial network

3. Issue identification of the industry

4. Development and identification of new qualification

5. Situation analysis of the education and training in the sector

6. Provision of NCS consulting

7. NCS development and revision

8. Support of the work-learning parallel system operation

A red circular logo with the white text "ISC" inside.

ISC

LESSONS LEARNED

3. SQFs Development of ISCs

- The NQF needs to be more specified with level domains and level descriptions. The Korean government needs to accumulate its know-how of running NQF by adopting SQF in the fields such as hair design, tourism, car maintenance and software, expanding the SQF into the development of other sectors
- Currently, final drafts of SQF for the four jobs in **hair design**, **tourism**, **car maintenance** and **software** are written and ready for the endorsement.

THANK YOU!
감사합니다

**The
End**