

Chapter 6

Meeting Skill and Human Resource Requirement

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Anna Kim • Byung-Shik Rhee



Overview



- ◆ **Key Characteristics of Korean Education System**
- ◆ **Educational Performance**
- ◆ **Main Features of Educational Development**
- ◆ **Education Policy: Responses to the Needs of a KBE**
- ◆ **Conclusion**

Korean Education System



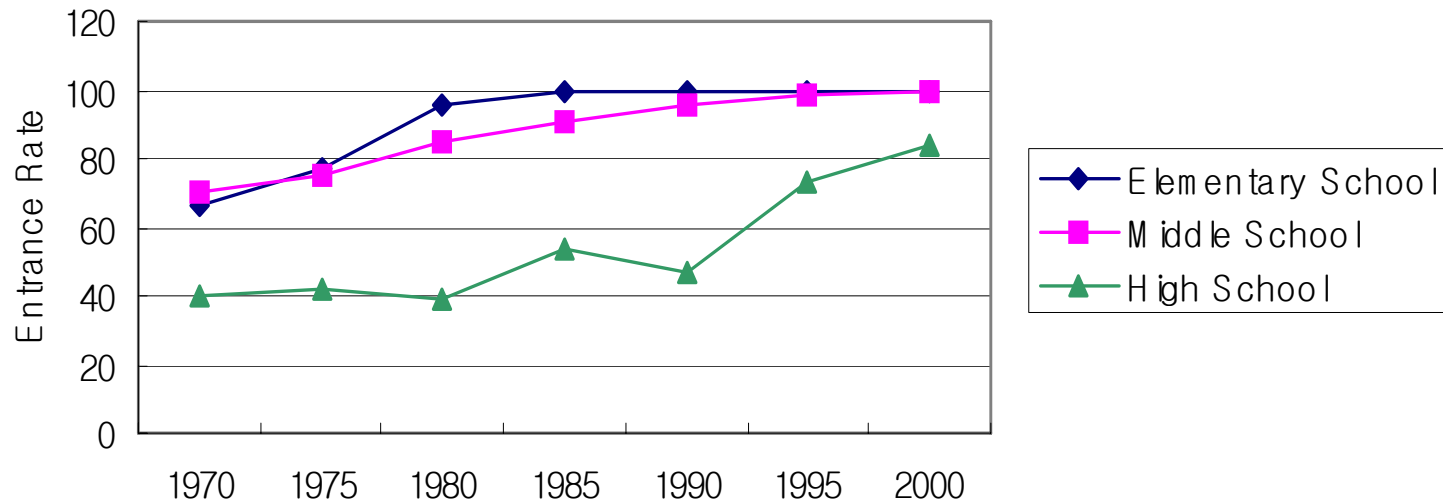
Key Characteristics

- ◆ **Multiple sources of influence:** Korean tradition, Japan, U.S.
- ◆ **Centralization in many aspects:** region, authority, etc.
- ◆ **Education seriously considered at all levels**

Educational Performance in Korea



A. Educational Expansion in elementary and secondary education

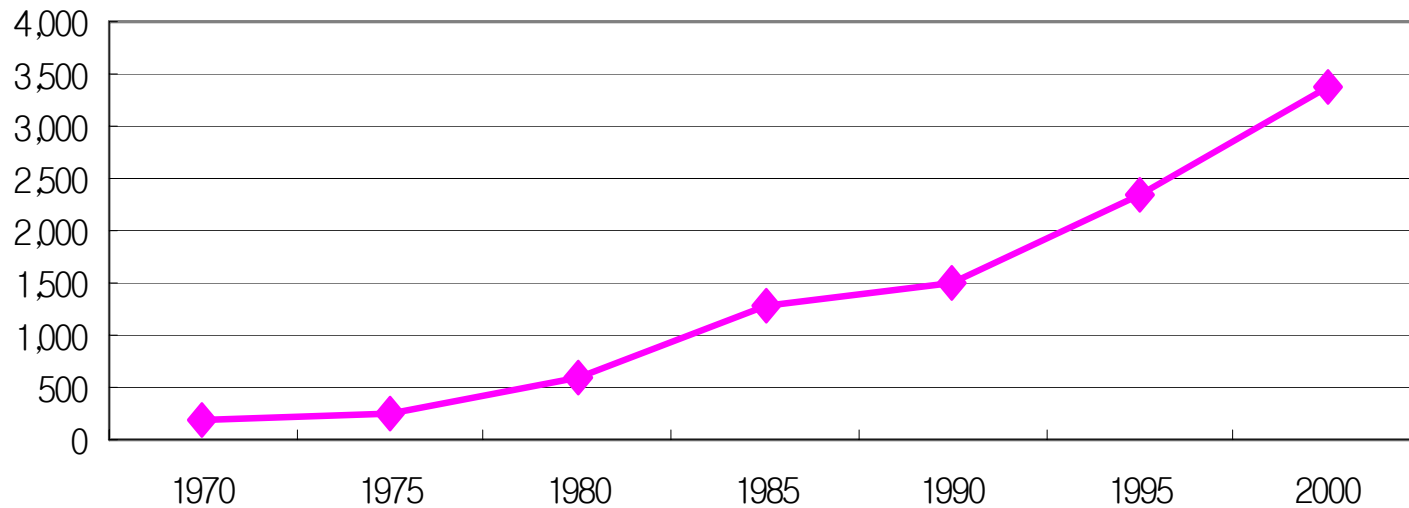


Educational Performance in Korea



B. Expansion of higher education

Enrollment (thousands of students)

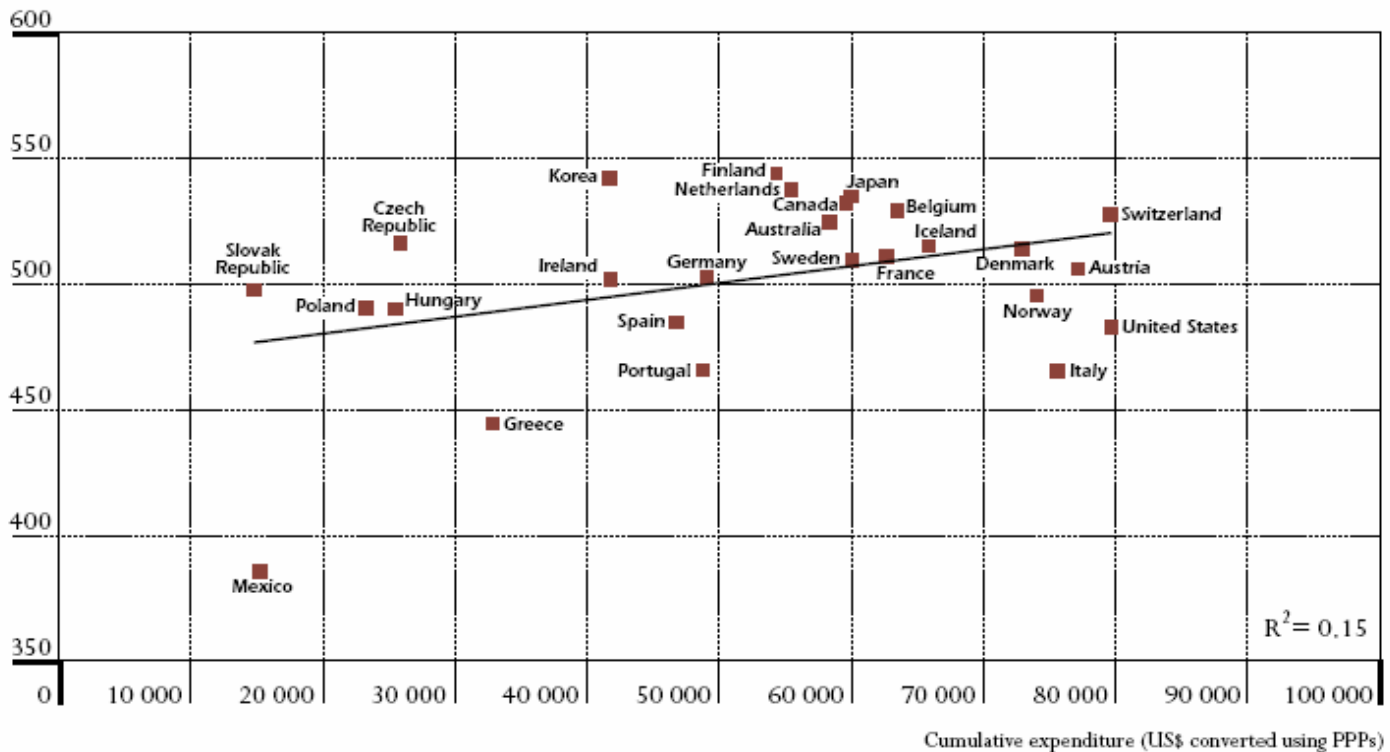


Educational Performance in Korea



C. Quality Performance

Performance on the mathematics scale



Educational Performance in Korea



Key Success Factor (1)

◆ Government's *strategic approaches* to educational expansion
: **Sequential educational expansion**

1) Emphasis on **primary education** at a very early stage of development

- Several kinds of short-term teacher training institutions
- Double-shift and night school system
- 6-year plan for accomplishing compulsory education
- Education Tax as a special purpose tax

Educational Performance in Korea



Key Success Factor

◆ Sequential educational expansion

2) Shifting investment emphasis on **secondary education** in the 1960s and 1970s

- Social demand for secondary education
 - Universal attendance in primary education
 - Demand for skilled manpower in heavy and chemical industry
- Constructing school buildings and hiring more teachers.
- Abolishing the middle school entrance examination (1968)
- High School Equalization Policy (1974)

Educational Performance in Korea



Key Success Factor

◆ Sequential educational expansion

3) Shifting investment emphasis on **higher education** in the 1980s

- Laissez-faire higher education policy in the mid 1950s
- Tight control over the enrolment quotas in 1960s and 1970s
- Graduation Enrolment Quota System in 1980

Educational Performance in Korea



Key Success Factor (2)

◆ Education budget and Public Funding

1) Steady increase of education budget

- Education budget has increased 27 times for the period of 1963~1995, while central government budget increased 14~15 time



Key Success Factor

◆ Education budget and Public Funding

2) Sequential investment pattern

- Investment patterns
 - The share of in-school expenditures for primary school education has steadily decreased since 1963
 - The share of middle and high schools has increased slightly since 1982.

Educational Performance in Korea



Key Success Factor

◆ Education budget and Public Funding

3) Sequential investment pattern

- Emphasis of public funding on primary education
- A substantial amount of funding came from the private sectors
 - Over 40% at the secondary level
 - Over 70% at the tertiary level

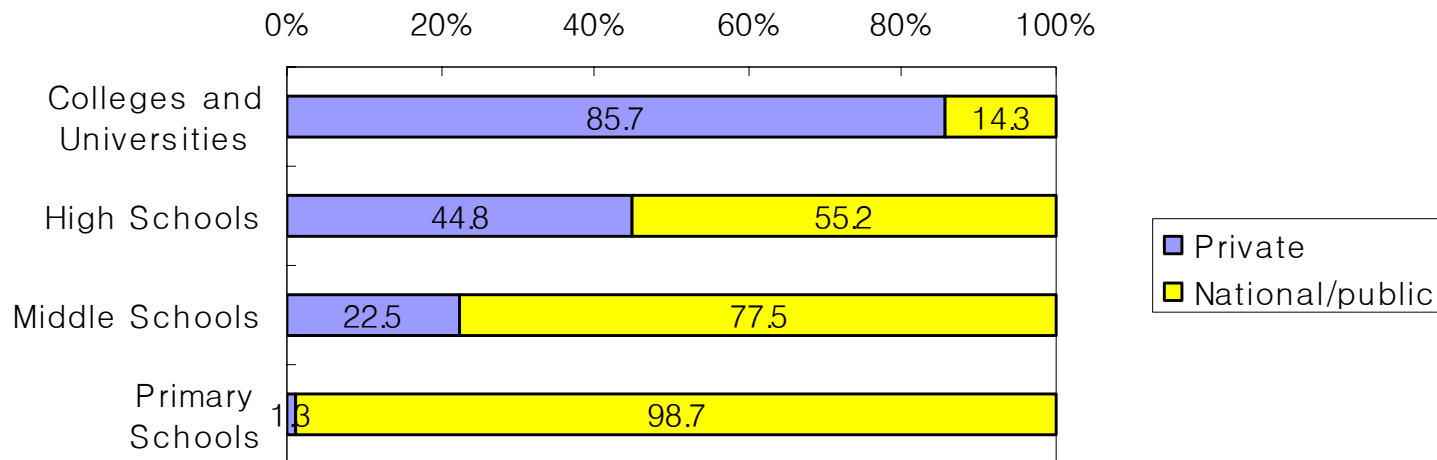
Educational Performance in Korea



Key success factors (3)

◆ Mobilizing private sectors in funding education

: Government encouraged **private foundations** to establish secondary schools and higher education institutions.



Educational Performance in Korea



◆ Number of enrollment in private schools (number and %)

	Primary school		Middle school		High school (Academic and Vocational)		University and college	
	Schools	Students	Schools	Students	Schools	Students	Schools	Students
1962	22 (0.4)	9 792 (0.2)	438 (39.)	267 270 (40.8)	252 (40.6)	135 415 (41.8)	36 (75.0)	82 515 (70.6)
1967	96 (1.8)	49 263 (0.9)	575 (43.8)	446 806 (49.0)	365 (46.7)	226 668 (51.3)	54 (79.4)	100 349 (77.8)
1972	85 (1.4)	67 651 (1.2)	718 (38.5)	727 719 (43.2)	441 (46.8)	408 958 (56.0)	54 (78.4)	126 247 (79.1)
1977	80 (1.2)	68 913 (1.2)	718 (36.1)	871 926 (39.7)	600 (49.4)	773 475 (57.3)	57 (78.1)	172 695 (71.8)
1982	76 (1.2)	73 385 (1.3)	746 (33.7)	932 857 (35.8)	723 (50.3)	1 142 268 (59.5)	76 (78.4)	520 774 (78.8)
1987	77 (1.2)	69 567 (1.5)	715 (29.5)	853 423 (61.0)	816 (50.2)	1 316 268 (60.9)	80 (77.7)	743 957 (75.2)
1992	76 (1.2)	69 258 (1.5)	703 (27.7)	826 374 (63.0)	878 (50.6)	1 316 268 (61.0)	97 (80.2)	809 900 (75.6)
1995	76 (1.3)	62 563 (1.6)	697 (26.0)	779 369 (62.5)	910 (49.7)	1 294 829 (60.0)	105 (80.0)	891 794 (75.1)

Educational Performance in Korea



Key success factors (4)

◆ Quality teaching

1) Internal efficiency

- Despite larger class size, pupils' achievements are high

2) Policy measures to improve teaching quality

- High teacher salaries
- No entrance and registration fees
- Supports for boarding and other educational expenses
- Job security

Educational Performance in Korea



Key success factors (5)

◆ Strong educational zeal of the Koreans

1) Historical and cultural background:

- Confucian tradition and the repressed educational opportunities during the Japanese colonial period

2) Economic and sociological factors:

- Socioeconomic benefits of education
- Strong belief in the value of educational credentials
- Experience of upward social mobility



Current Situation

- ◆ **Mismatches in supply and demand of HR ('04)**
 - High skilled labor shortage in strategic areas (3,300 persons)
 - Labor shortage in small and medium enterprises (139,000 persons)
 - Youth unemployment (385,000 persons)
- ◆ **Not competitive quality of university education and research**
 - Need to improve college students' competencies in critical thinking, problem solving etc.
 - Far from world-class research performance (eg. SNU-35th, Yonsei-152th)



Issues to Handle

- Lack of autonomy and accountability
- Weak links between university and industry
- Low participation of women in economic activities
- Loose connection between education, training system and labor market



Higher Education Reforms

◆ Regulatory Reform

- Granting autonomy in setting the number of students for admission
- Ensuring universities discretionary powers in hiring teaching staff
- Granting autonomy in the management of academic affairs

◆ Academic Restructuring

- M&A among institutions of higher education
- Restructuring within a sector and an institutions to make institutions more distinctive



Higher Education Reforms

◆ Building-up research capability

- Post-Brain Korea 21 (2006-) and Five-year plan for the development of Basic Sciences (2005-2009) aim to have about fifteen universities with a world-class reputation by 2010

◆ Strengthening the tie between univ. and industry

- Formulating a New Industry-Academia Collaboration System

Conclusion



Implications for other countries

◆ Investment in Human Resource Development

- It pays off in the long run, and is even more important in the knowledge-based economy



Implications for other countries

◆ Progressive quantitative expansion

- from compulsory to higher education, followed by **qualitative improvements** in each educational level
- It *doesn't mean* that this stage model should work for other developing and underdeveloped countries

◆ Government's active intervention

- turned out to be crucial (timely responses to the environmental changes and demands)
- to overcome budget constraints, utilized private resources



New Challenges toward a Learning Society

◆ Changing role of the government

- from regulator to facilitator
- consistent policies of decentralization and deregulation

◆ Developing learning partnership

- Public and private sectors should work together



Questions or comments?
You can reach authors by e-mail:

bsrhee@kedi.re.kr

[**akim@ewha.ac.kr**](mailto:akim@ewha.ac.kr)

Thank You
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