

10. Skill Mismatch and Mobility of Youth in Labor Market

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This study focuses on skill mismatch and mobility of youth in labor market. This reviews determinants and wage effect based on degree field-job choices of the employed youth. Also, this study analyzes the trend and wage levels in transfer of workplace and change of career.

This study is composed of two empirical analysis. One is the effect of the consistency in the degree field and the job on future career path and whether the maintenance of this consistency is related to the wage. The other topic is to analyze the formation of career path and the mobility of workplace after entering to the labor market.

Policy implication and empirical analysis result can be summarized into three categories. First, it is hard to see that employment stability is finding its place since graduates entails change in career. Colleges and poly-tech colleges graduates especially reflects this clear trend and transfer of job is highly not to lead to the growth and improvement of career. Therefore, to increase the vocational quality of high-quality personnel graduating from colleges and poly-tech colleges, government and companies shall retain more aggressive attitude for reviewing the system.

Second, it has been identified that the nature of first job and the employment period significantly effects the job choice made afterwards, career development and wage. This shows that the institutional and policy support is important in the process of finding the first job. Notification of the employment rate of graduates that has currently been executed shall be expanded per degree-field and region. Also, information regarding the business, industry and employment condition shall be accumulated.

Third, career change negatively affects the wage when transferring job but in case of being promoted, transferring to a bigger firm career change positively affects the wage. The more one has career change and the more one has experience different jobs, that factor positively affects the wage. This implies that career accumulation during the youth will significantly give an effect during adulthood, when the wage practically starts to increase. Therefore, policy approach of government's youth unemployment shall focus more on the long-term solution rather than on the short-term or specific newly graduates.

Besides from a policy perspective, college education that enables the accumulation of expertise in vocation and universities shall enhance the quality of degree-field education so as to support labor transition to field related jobs. More cautious approach is required for multi field, which is currently expanding. Also, diverse information shall be provided regarding employment and job.