

The Actual State and Task of Training Counseling within the Vocational Skills Development Account System

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This study aims to analyze training counseling implemented in the Vocational Skills Development Account System and suggest future improvements.

One of the barriers that hinders the effectiveness of training counseling is job seeker's misunderstanding of training counseling. Also, the expectation gap between the counselor and the job seeker stands as an obstacle. These gaps and misunderstandings make it harder for the purpose and the function to be realized.

Furthermore, there rises confusion as the training vouchers are being issued through two different employment support systems, vocational skills development account system and through Employment Success program.

The major issue here is that vocational skills development account system strictly manages the issuance of the voucher through counseling and selects the trainees carefully whereas the Employment Success program issues card easily without any limitation.

Another concern is the gap that exists between the counselors. An effective counseling is discouraged because of the difference in counselor's capacity in providing information.

In order to improve current training counseling, this research proposes the followings.

First, a process integration is crucial between Employment Success program counseling and training counseling within vocational skills development account system. An integrated counseling process needs to be established as well as a systematic counseling provided to job seekers based on the job seeker's classification.

Various problems related to issuance of card should be taken into consideration in advance and solutions should be suggested accordingly. A mechanism restraining the issuance of the card need be designed towards job seekers that qualify to obtain the card however do not actually need financial support.

Moreover, an information sharing network should be established so that knowledge, information, and skills can be shared among counselors. When the data accumulates enough for a system for database to be organized, it is assumed that the overall quality of counseling will be positively improved.

This research suggests the unification of counseling process as well as reestablishing the understanding of counseling and improvements to support this.

Continuous research and convergence in view are necessary because it is difficult to apply in reality the suggested counseling process to all job seeker support programs including Employment Success program.