

An Analysis of Labor Market Adaptation Status and Landing Outcome of Apprentices

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This research aims to analyse labor market adaptation status and landing outcome of apprentices. Based on this, it tries to provide policy suggestions for apprentices' better adaption and soft landing on the labor market. This research mainly uses the methods of literature review, survey, Focus Group Interview (FGI), expert meeting, and seminar.

There are 7 main results in regard to labor market adaptation and 5 main results related to labor market landing outcome as below.

1) Labor market adaptation status of apprentices

- The level of apprentices' adaptation to organization and job duty has positive correlation with the level of organizational support to apprentices.
- It is important to provide apprentices with mentoring with an in-company trainer and give them opportunities to make suggestions for their adaptation to organization and duty.
- If on-the-job training is led by an in-company trainer based on job duty on industrial site, job application possibilities and job performing abilities becomes higher.
- If on-the-job and off-the-job training are systematically related focusing on job duty, job application possibilities and job performing abilities becomes higher.
- It is significant to use OJT learning tools related with job duty for the improvement of job application possibilities and job performing abilities.
- If systematic evaluation and feedback in regard to learning results is conducted, job application possibilities and job performing abilities becomes higher.

- The system of objectively evaluating the level of the improvement of apprentices' job performing abilities does not exist yet.

2) Labor market landing outcome of apprentices

- Giving excessive amount and level of duty to apprentices, who have to do learning and working at the same time, may be a hindrance factor to being observed in their duty and career.
- It is important to provide apprentices with obvious vision and development possibility in order to reinforce their immersion in organization and duty.
- The higher their payment level is, the higher the level of satisfaction with and immersion in organization, duty, and career and the will of continuous service.
- Apprentices are fully aware of overall work-learning dual system, while their level of understanding their treatment, working condition, and procedure and way of internal and external evaluation is relatively low.
- The will of continuous service of 20s is relatively lower than that of 30s or 40s.

Based on the main results mentioned above, the research provides 13 policy suggestions.

Task1: Establishing learning-friendly organization culture at the company level for supporting apprentices' adaptation

Task2: Listening to apprentices' opinion and difficulties through regular mentoring with in-company trainers

Task3: Spreading on-the-job training focusing on job duty

Task4: Reinforcing systematic linkage of on-the-job and off-the-job training based on job duty

Task5: Proliferating the use of OJT learning tools related to job duty at the company

Task6: Vitalizing internal and external evaluation

Task7: Elaborating and disseminating evaluation tools of job performing abilities

Task8: Providing appropriate duty with the consideration of apprentices' educational background and skill level

- Task9: Developing and disseminating sectoral career development path and best practices
- Task10: Providing apprentices with rational level of treatment(payment and welfare)
- Task11: Reinforcing preliminary guidance of work-learning dual system
- Task12: Good matching of apprentices and companies considering apprentices' talent and aptitude
- Task13: Providing additional incentive to apprenticeship completers