

Main indicators

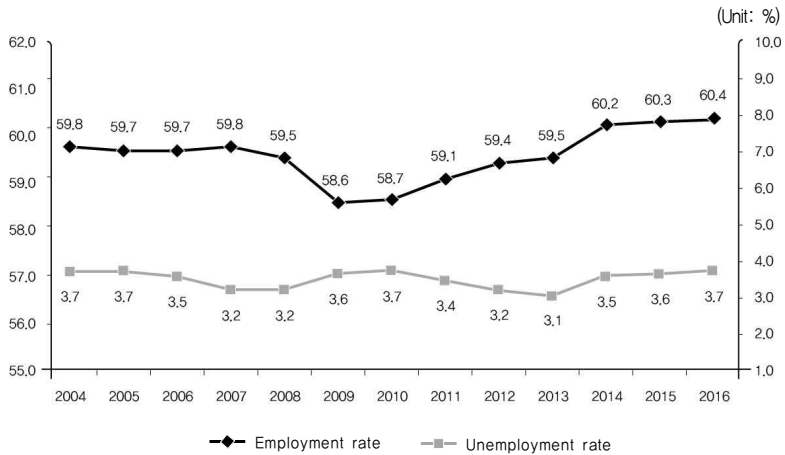
Human Resources Development
Indicators in Korea

I. Employment

1. Employment and Unemployment Rates

- Though the employment rate decreased in 2009, it has since remained between 59-60%, reaching a high of 60.4% in 2016.
- The unemployment rate steadily decreased in the aftermath of the financial crisis but has been trending upward again since 2014.

[Employment and Unemployment Rates]

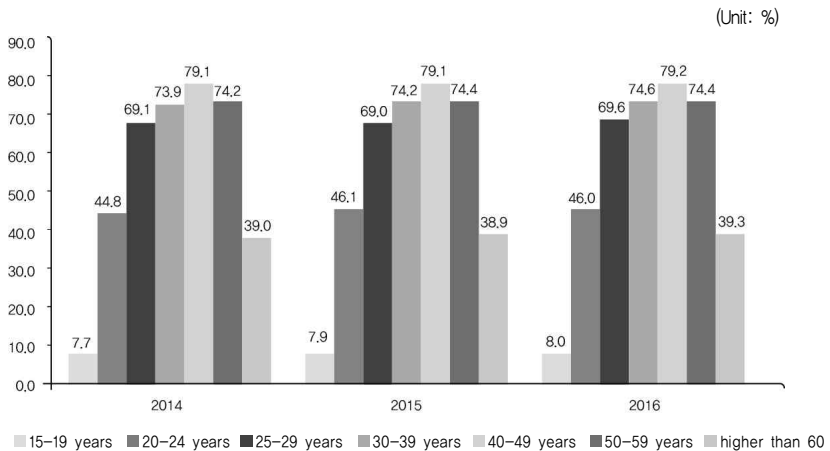


Source: Statistics Korea, Economically Active Population Survey(each year)

2. Employment Rates by Age

- The employment rate for the 15-19 age group increased slightly from 7.7% in 2014 to 8.0% in 2016.
- The employment rates for the age group of 25-29 and 39-39 increased slightly from 69.1% and 73.9% in 2014 to 69.6% and 74.6% in 2016, respectively.
- The employment rate for the age group of 60 years and over increased by 0.3%p from 39.0% in 2014 to 39.3% in 2016.

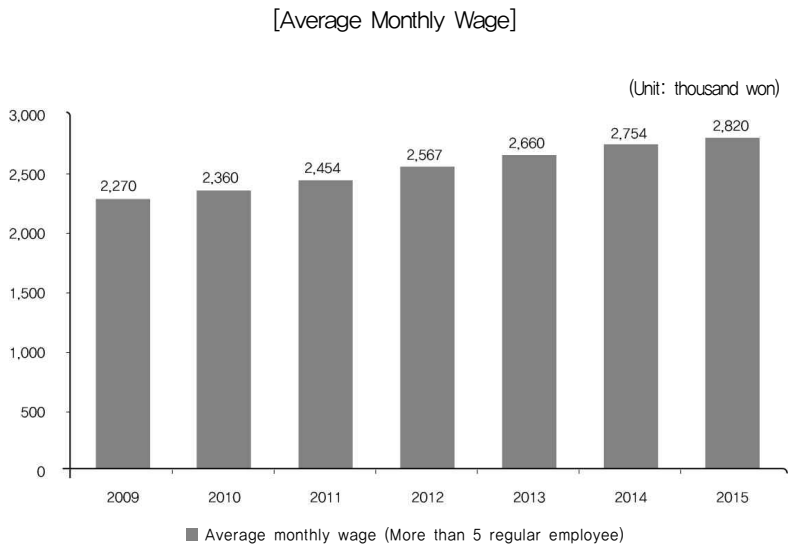
[Employment Rates]



Source: Statistics Korea, Economically Active Population Survey (each year)

3. Average Monthly Wage

- The average monthly wage continuously rose to 2,820,000 won in 2015.

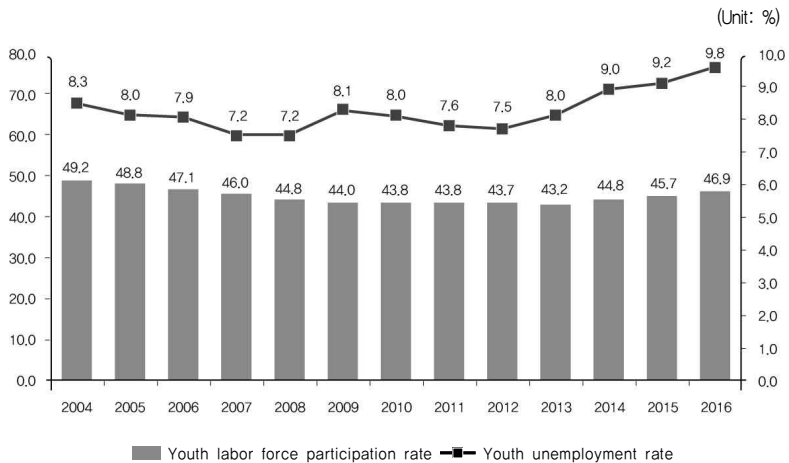


Source: Ministry of Employment and Labor, Survey on Labor Conditions By Employment Type (Former Basic Statistical Survey on Wage Distribution)(each year)

4. Youth Labor Force Participation Rate and Unemployment Rate

- The labor force participation rate amongst youth decreased by 0.2%p from 47.1% in 2006 to 46.9% in 2016.
- The unemployment rate amongst youths increased by 1.9%p from 7.9% in 2006 to 9.8% in 2016.

[Youth Labor Force Participation Rate and Unemployment Rate]

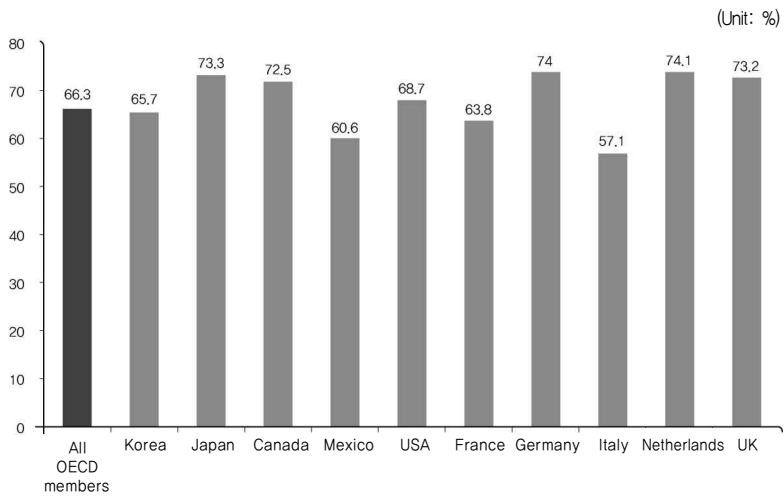


Source: Statistics Korea, Economically Active Population Survey(each year)

5. International Comparison of Total Employment Rate

- The total employment rate of Korea is 65.7%, 7.6%p lower than that of Japan and 3.0%p lower than that of the United States.

[Comparison of Total Employment Rate]



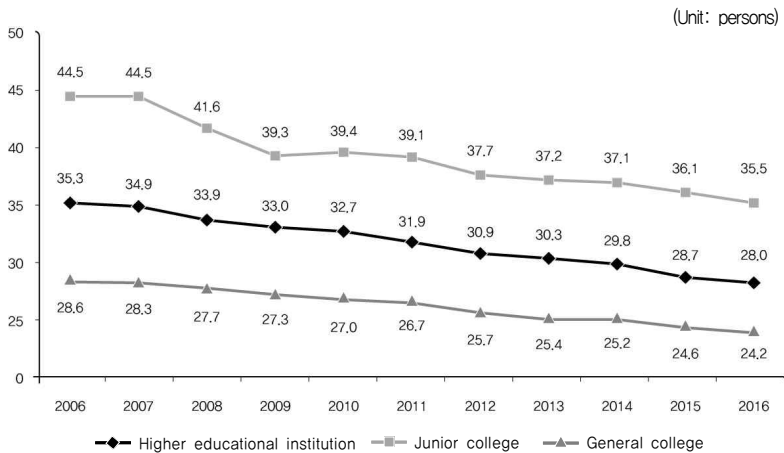
Source: OECD, Employment Outlook (2016)

II. Lifelong Vocational Education and Industry–Academia Cooperation

1. Number of Students per Lecturer

- In 2016, the number of students per faculty was 28.0 in all tertiary institutions, 35.5 in junior colleges, and 24.2 in universities. The figures are generally on a downward trend.
- The figure for junior colleges decreased by approximately 9 from 44.5 in 2006 to 35.5 in 2016, the figure for universities decreased by approximately 4.4 from 28.6 in 2006 to 24.2 in 2016, and the figure for all tertiary institutions decreased by approximately 7.3 from 35.3 in 2006 to 28.0 in 2016.

[Number of Students per Faculty by Year]



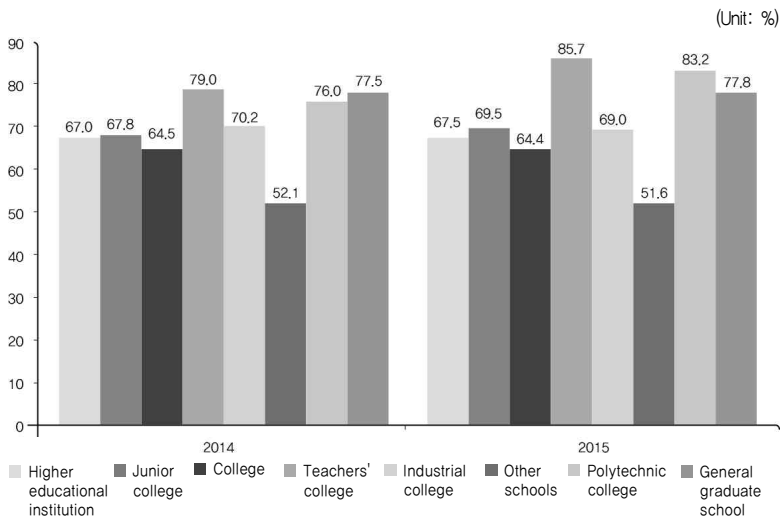
- Notes: 1) Enrollments per full-time lecturer = (Number of students enrolled ÷ Number of full-time lecturers)
 2) Full-time lecturers only include presidents, deans and full-time lecturers (professors, associate professors and assistant professors)
 3) Full-time lecturers and enrollments in general universities include numbers for undergraduate and graduate courses within the universities

Source: Ministry of Education · Korean Educational Development Institute, Statistical Yearbook of Education(each year)Education(each year)

2. Employment of Graduates from Higher Education Institutes

- As the opportunity to continue into higher education has increased, Korea has generated a vast amount of human resources. While the total employment rate of students graduating from institutes of higher education increased slightly from 67.0% in 2014 to 67.5% in 2015, the employment rates of students graduating from college and industrial colleges are on a slight downward trend.

[Employment Status of Graduates from Higher Education Institutes]

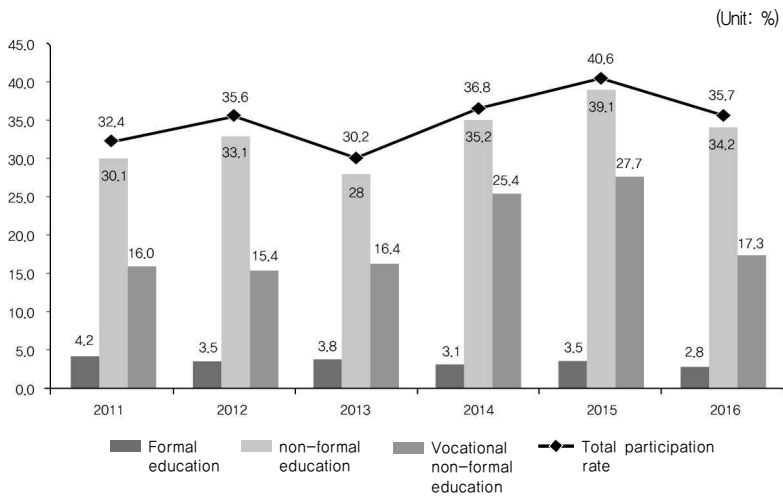


Source: Ministry of Education · Korean Educational Development Institute. Statistical Yearbook of Education (each year)

3. Participation in Lifelong Education

- The rate of participation in lifelong education in Korea stood at 35.7% in 2016, an increase of 3.3%p from 32.4% in 2011. The rate of participation in formal education decreased by 1.4%p from 4.2% in 2011 to 2.8% in 2016; however, during the same period, the rate of participation in non-formal education rose by 4.1%p from 30.1% in 2011 to 34.2% in 2016 with the rate of participation in vocation related non-formal education also rising by 1.3%p from 16.0% in 2011 to 17.3% in 2016.

[Participation in Lifelong Education]

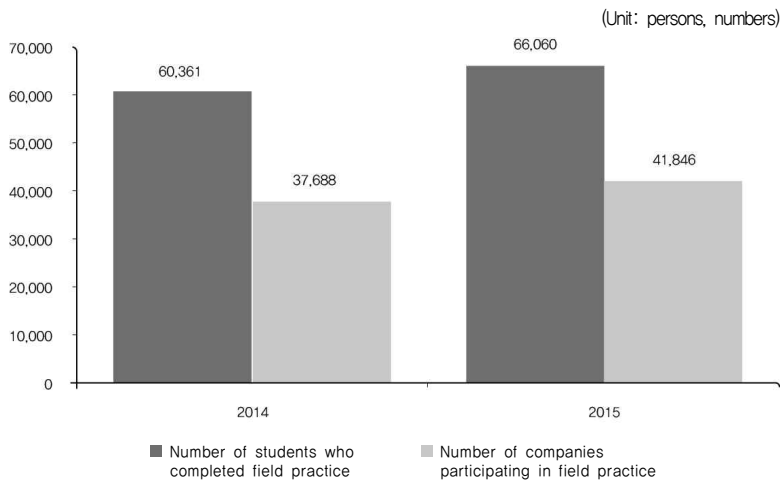


Source: Ministry of Education · Korean Educational Development Institute, Lifelong Education Survey(each year)

4. Operation of Field Practice

- In Korea, the number of students completing field practice rose by 5,699 from 60,361 in 2014 to 66,060 in 2015, and the number of companies participating in field practice rose by 4,158 from 37,688 in 2014 to 41,846 in 2015.

[Operation of Field Practice]



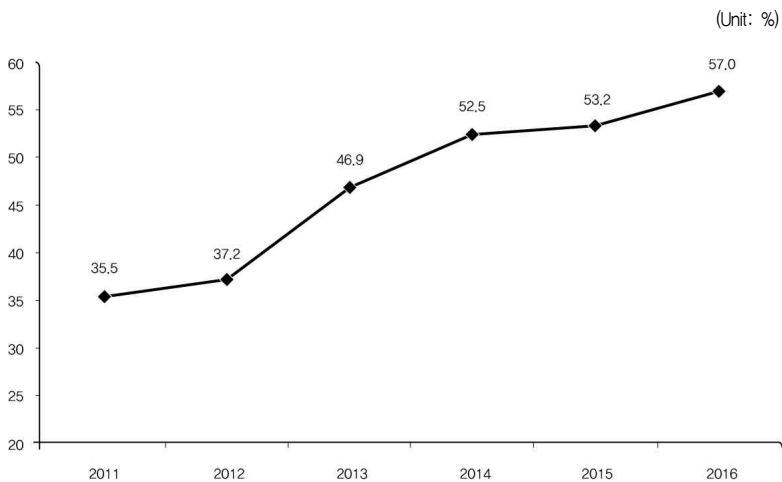
Source: Ministry of Education · Korean Council for University Education, College Information Disclosure Data (2016.06.30.)

III. Vocational Education & Training(VET)

1. Education & Training Participation of Paid Workers

- Education and training participation of paid workers has continuously increased over the past 5 years, with the participation rate rising by 21.5%p from 35.5% in 2011 to 57.0% in 2016.
- Particularly in 2013, this figure rose drastically by 9.7%p from the previous year.

[Participation Rate in Education & Training of Paid Workers]



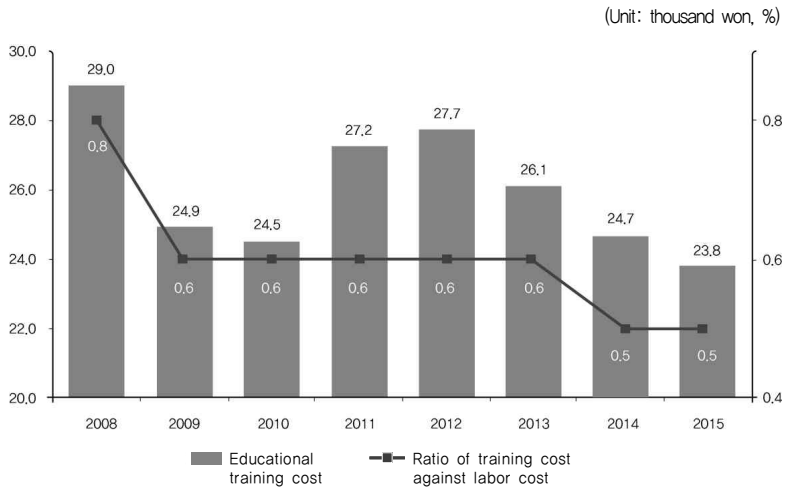
Note: The Education & Training Participation Rate represents those that have received education or training over the past year

Source: Statistics Korea, Economically Active Population Survey: Additional Survey by Employment Type (August each year)

2. VET Expenditures of Companies

- Average monthly VET expenditure by companies per worker was 23,800 won in 2015.
- The percentage of VET expenditure on labor costs per person continuously decreased from 0.8% in 2008 to 0.6%. It maintained a steady rate of 0.6% until 2013, then fell to 0.5% in 2014.

[Monthly VET Expenditure for Individual Worker and Proportion of VET Expenditure Relative to Labor Cost in Companies]

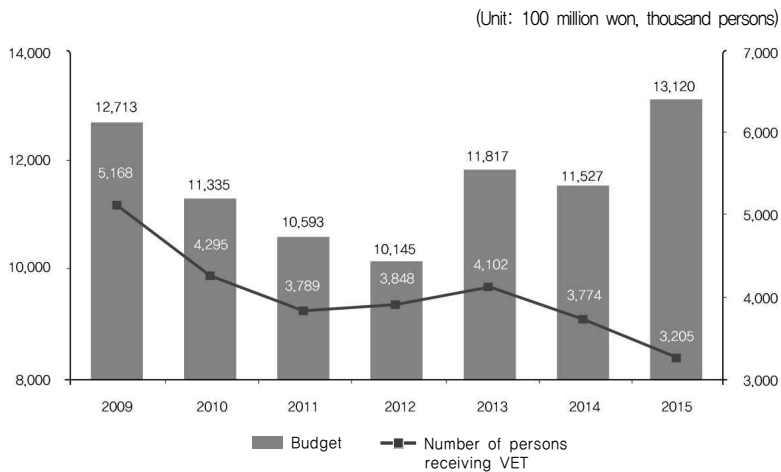


Source: Ministry of Employment and Labor, Survey Report on Enterprise Labor Costs (each year)

3. Implementation of VET Projects

- The number of people receiving VET sponsored by the Ministry of Employment and Labor continuously dropped to 5.168 million persons in 2009. While the numbers seemed to increase in 2012 and 2013 it fell to 3.205 million persons in 2015.
- The budget for VET amounted to 1.2713 trillion won in 2009 when the economy was affected by the financial crisis and continued to decrease to 1.145 trillion won in 2012. However, it slowly increased to 1.1817 trillion won in 2013 and to 1.312 trillion won in 2015.

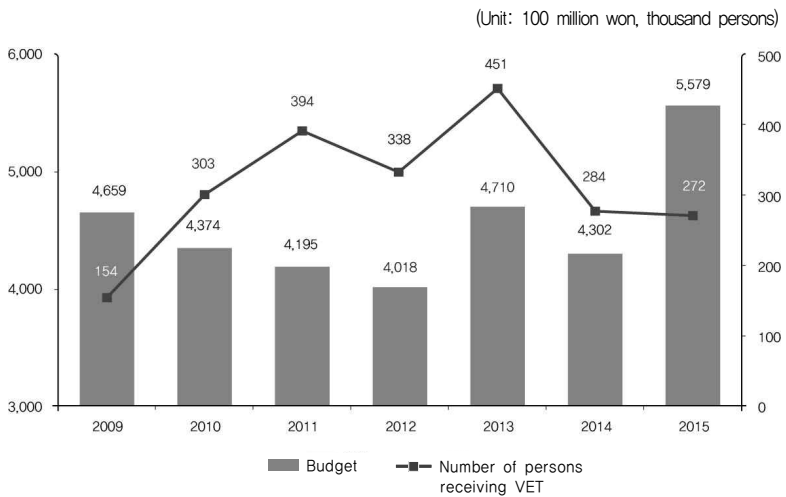
[Implementation of VET Projects]



Note: The number of trainees for 2010 includes My Work Learning Card System trainees.
Source: Ministry of Employment and Labor, VET Project Report (each year)

- The number of people who received unemployment training as part of the VET totaled 154,000 persons in 2009 but greatly increased in number due to the implementation of the Tomorrow Learning Card system in 2010 amounting to 451,000 persons in 2013. It decreased to 272,400 persons in 2015.
- The budget continuously decreased from 465.9 billion won in 2009 until 2012, but increased to 471 billion won in 2013 and 557.9 billion won in 2015.

[Implementation of VET Projects for the Unemployed]



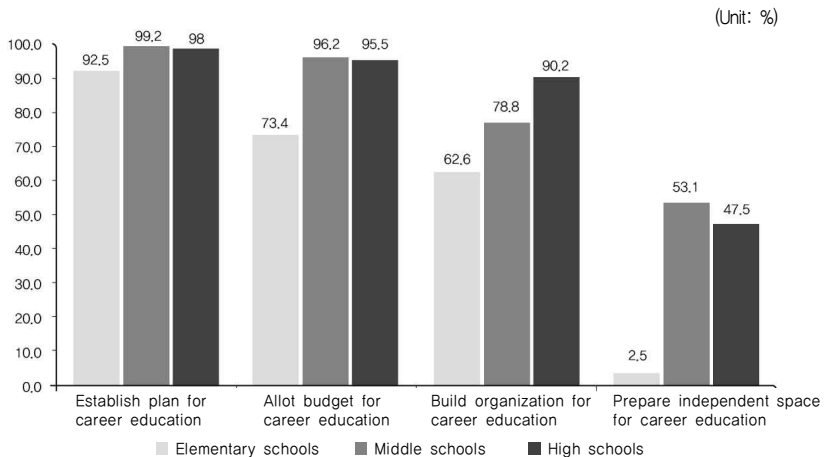
Note: The number of trainees for 2010 includes My Work Learning Card System trainees.
 Source: Ministry of Employment and Labor. VET Project Report (each year)

IV. Career Education

1. Conditions for Implementing Career Education in Schools

- In 2016 school career education environment conditions were relatively good in terms of school career education-related annual planning (elementary 92.5%, middle 99.2%, high school 98.0%) and the adoption of separate funding (elementary 73.4%, middle 96.2%, high school 95.5%).
- The rate of establishment for career education departments (elementary 62.6%, middle 78.8%, high school 90.2%) and establishment of independent spaces for implementing career education (elementary 2.5%, middle 53.1%, high school 47.5%) are relatively low.

[Conditions for Implementing Career Education in Schools]



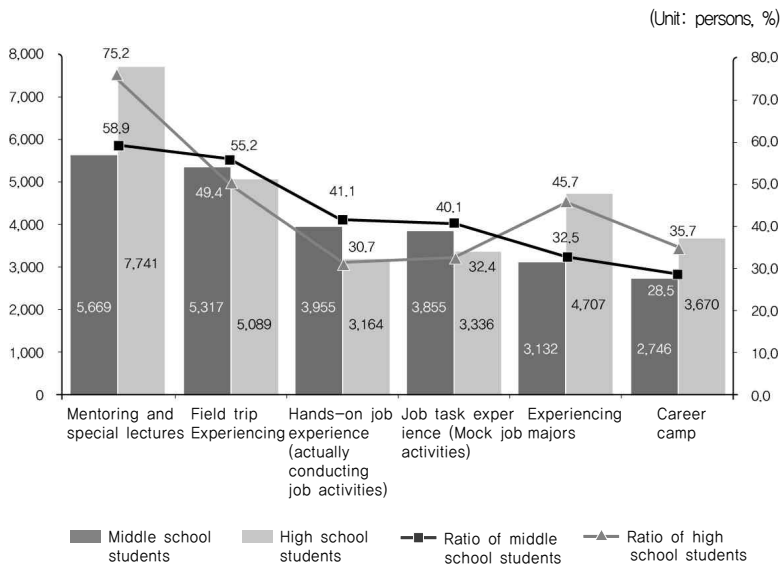
Note: These rates are based solely on instances where separate spaces for career education (including career activity rooms) have been established.

Source: Hyunjin Jang et al (2016), 2016 School Career Education Survey

2. Career Experience Activities in Schools

- Middle school students showed high participation(58.9% and 55.2% respectively) in career mentor programs/lectures and field trips.
- High school students showed high participation at 75.2% in career mentor programs/lectures had the highest participation rates at 75.2% followed by field trips at 49.4%.

[Participation in School Career Experience Activities]

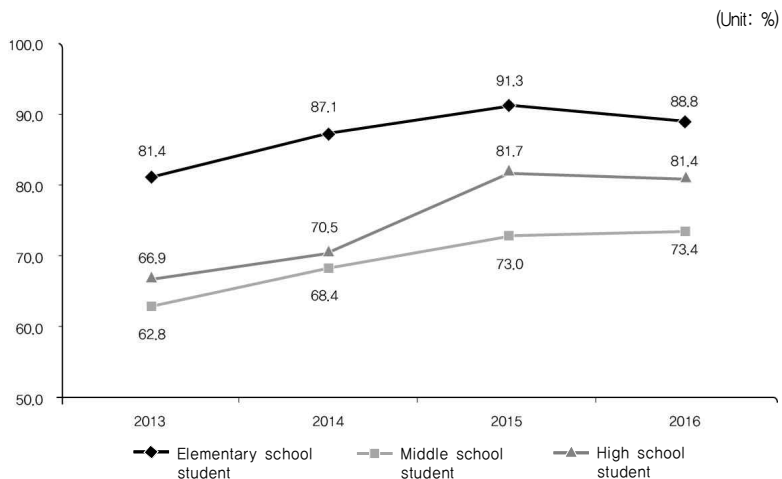


Source: Hyunjin Jang et al (2016). 2016 School Career Education Survey

3. Desired Career Paths Among Students

- In terms of whether elementary, middle and high school students desire a certain career, a relatively high proportion of students have a desired career.
- In terms of changes in the rate of elementary, middle and high school students who responded that they possessed a desired career path (2013–2016), in 2016 88.8% of elementary school, 73.4% of middle school and 81.4% of high school students said they had a specific career path in mind, a 7.4%p, 10.6%p and 14.5%p respective increase over 2013.

[Changes in the ratio of elementary, middle and high school students with desired careers]

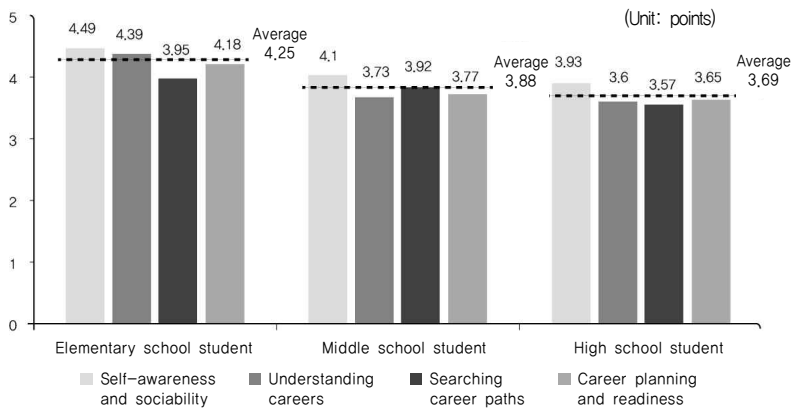


Source: 2013–2016 School Career Education Survey

4. Student Career Development Capacity Levels

- Student career development capacity (self-awareness and sociability, career understanding, searching career paths, career planning and readiness, etc.) levels are on average higher than 3.9 points (out of 5).
- “Self-awareness and sociability” scored the highest of all development capacity categories, with elementary, middle and high school students scoring 4.49, 4.10 and 3.93 respectively.
- However, in terms of “searching career paths” elementary and high school students scored the lowest at 3.95 and 3.57 respectively, while middle school students showed the lowest score in “career understanding” at 3.73 points.

[Career development capacity levels among elementary, middle and high school students]



- Notes: 1) Survey questions for elementary (20 questions), middle (20 questions) and high school (21 questions) students were developed based on school career education aims and achievement standards.
- 2) Results were derived using questions attuned to the differing standards of each school level, making school level comparisons meaningless.
- 3) The total for each question was divided by the number of questions to produce an average score out of five.

Source: Hyunjin Jang et al (2016). 2016 School Career Education Survey