

Seminar H Speakers and Abstracts

Seminar H- 'Best Practices of Korean Lifelong Learning'

at Room D165, 1530-1700 on 29 May 2012

Chair: Professor Un Shil Choi

H1: Academic Credit Bank System (ACBS)

Dr. In-Jong Park, Executive Director, Division of Academic Credit Bank System, National Institute for Lifelong Education (NILE)

The Academic Credit Bank System (ACBS) is an educational system which officially recognizes diverse types of learning experiences acquired inside and outside of formal education. It has been 15 years since ACBS established in 1998. During 15 years ACBS has been enormously developed. The total number of registered learners at ACBS in 2012 is 676,243, total number of degrees issued by ACBS is 255,316, and numbers of education and training institutes affiliated with ACBS out of Universities or colleges are amount to 547. The reason ACBS has been expanded in its short history is recognition of prior learning, flexibility of management, diversity of majors and accredited programs. I'd like to explain why ACBS in Korea has been developed, and what current situations and tasks to be solved by ACBS are.

H2: Workplace Learning in Korea

Chan Lee, Vocational Education & Workforce Development Major, Seoul National University

In terms of lifelong learning, it is important for organizations to motivate employees to learn continuously in order to use their knowledge and information for organizational performance improvement. Therefore, most organizations in Korea have started to emphasize human resource development (HRD). Especially, as the paradigm of HRD has been changed from activity-based HRD toward performance-based HRD, it becomes essential to make HRD be more strategic, so that it can take a critical role for implementing organizational vision and strategies.

Thus, this presentation is aimed to introduce two best practices of HRD in Korean large corporation. Those two case studies will introduce Korean workplace learning and provide significant implications for strategic HRD.

The first one is a case from Samsung SDS, the Korean large corporation. Samsung SDS developed diagnosis system for HRD maturity level which makes organizations find the solutions to improve the HRD as a strategic partner of business. This system can diagnose alignment between organizational strategies and HRD activities and it includes the key factors which are essential for HRD to fulfill the organizational strategies. Moreover, it is possible to provide the specific solutions to organization to make HRD as a strategic partner of business by this diagnosis system. The speaker will introduce System development process and key components of the diagnosis system.

The second one is a case from Hyundai Motor Group, another Korean large corporation. Hyundai Motor Group redefined its vision and core value in 2010. So, they developed training program to diffuse its core value within oversea branch offices using Appreciative Inquiry (AI). The speaker will introduce AI approach, training development process and critical success factors of the case.

H3: *University Lifelong Education*

Dr. In-Sub Park, Executive Director, Center for Lifelong Education & Skill Formation,
National Institute for Lifelong Education

It is concerned to investigate the nature of the changing role of the University in the Republic of Korea with respect to lifelong learning and skill formation. It takes as its starting point a link to the changing structure of labour market in relation to elements of economic globalization. In responding to these changes the state has introduced a 'new strategic' role of university with respect to lifelong education. With this, key features are presented, but included that issues retain significance in charting the future role of the state with respect to university lifelong education.