

# WORKSHOPS: EDUCATION AND SKILLS FOR THE FUTURE WORKPLACE

BY EDUCATION AND SOCIAL PROTECTION AND JOBS GLOBAL PRACTICES  
DURING KOREA INNOVATION WEEK

February 18-20, 2020

Building on the strong collaboration of Bank teams with various Korean institutions, the Education and Social Protection and Jobs Global Practices plan to organize a keynote session on February 19 and five subsequent sessions on February 19 and 20 to highlight the use of technology for better learning – for youths to acquire skills for future jobs; and showcase job specific skills development and labor market intermediation using technology. In addition, the workshops will share examples of the Korea-World Bank Group Partnership Facility (KWPF)-funded activities on the topic of skills for future jobs.

## PROGRAM

### Day 1 | Tuesday, February 18th, 2020

TIME	ACTIVITY	VENUE
09:30-18:30	Korea Week Official Event	MC Atrium & Preston Auditorium

### Day 2 | Wednesday, February 19th, 2020

TIME	ACTIVITY	VENUE
09:30-11:00	<b>Workshop: Education and Skills for the Future Workplace 1</b> <b>Developing Skills for Future Jobs</b>	MC 2-800
14:00-15:30	<b>Workshop: Education and Skills for the Future Workplace 2</b> <b>Promoting Learning through SMART Classrooms</b>	MC 5-100
16:00-17:30	<b>Workshop: Education and Skills for the Future Workplace 3</b> <b>Big Data supported job matching (SPJ) in Korea and Indonesia</b> <b>(Building on Korean Partnership Experience from Assessment of the Indonesian Labor Market Information System)</b>	MC 5-100

In the changing world of jobs, workers would need to adapt themselves to meet the new skills requirement from employers and the society. This means that they would be expected to have not only job specific skills but also higher-order cognitive, socio-emotional and digital skills. A large share of workers would require re-skilling and up-skilling. As the modern labor market is increasingly demanding and workers are required to undertake non-routine tasks, higher education, technical and vocational institutions, as well as companies themselves are striving to come up with their own strategies for skills development of their work force. The session will showcase some innovative approaches taken by private sector companies and relevant public skills development institutions.

**Moderator:**

- Lim Wonhyuk, Professor, Korea Development Institute (KDI) School of Public Policy and Management

**Panelists:**

- Misook Lee, Deputy Director of Global HRD Cooperation Department, Human Resources Development Service of Korea (HRD Korea)
- Jin Young Kim, Dean of Korea Institute of Science and Technology (KIST) School
- Junseok Hwang, Dean of Global R&DB Center, Seoul National University

There has been a considerable progress in integrating technological innovations to facilitate the learning process. This has a potentially important implications on student's learning process as well as the role of teachers. SMART Classroom is a machine-assisted educational platform developed in Korea that allows learners to study at their own pace while teachers play a role as advisers, coaches and facilitators. Artificial intelligence allows for identification of optimal lessons based on learning algorithms and patterns of individual learning. The session will showcase an example of a framework of Korean education policies and an initiative of smart classroom, and how it has contributed to improving the learning quality and reducing the education gap in Korea. Smart Classroom has already been delivered in a number countries outside of South Korea including India, Costa Rica and Guatemala.

**Moderator:**

- Toby Linden, Practice Manager, Education East Asia and Pacific Region, World Bank

**Presenter:**

- Sanghyun Jang, Director of Higher Education and Academic Division, Korea Education and Research Information Service (KERIS)
- Cristobal Cobo, Senior Education Specialist, Education GP, World Bank

Real-time labor market information (LMI) data from the online job search and matching platforms can inform decisions by policymakers, job counselors, educators, and even jobseekers and students. Korea Employment Information Service (KEIS) has tapped into big data, AI, Chatbot enabled tools to better match employers and job seekers and provide customer-specific employment and career guidance services to individual users. In this session, KEIS will present the case of WorkNet, the lessons learned, and its ODA support to Southeast Asian countries in this area. Also, SPJ GP will share partnership experience with KEIS for assessing a job matching system managed by Indonesia. During the ASA project, Work-Net is benchmarked for a well-functioning public employment information system.

**Moderator:**

- Wendy Cunningham, Lead Economist, Social Protection and Jobs GP, World Bank

**Presenter:**

- Gyun Kim, Director of Korea Employment Information Service (KEIS)
- Josefina Posadas, Senior Economist of Social Protection and Jobs GP, World Bank

### Day 3 | Thursday, February 20th, 2020

TIME	ACTIVITY	VENUE
09:30-11:00	<b>Workshop: Education and Skills for the Future Workplace 4</b> <b>Skills Forecasting and Its Application in Korea and US</b>	MC 9-100
12:30-14:00	<b>BBL: Education and Skills for the Future Workplace 5</b> <b>Korea's Migration System</b>	MC 9-100
14:00-15:30	<b>Workshop: Education and Skills for the Future Workplace 6</b> <b>Fostering 21st Century Skills through Socio-Emotional Learning and Meister schools</b>	MC 9-100

The overall intention of skills forecasting is to provide insights to government, policymakers, employers, individuals and skills development service providers on a country's current state of skills and future demand for strategic skills. The forecast would be also expected to help skill shortage and skill mismatch issues, which arise when the needed and secured skills do not match. Such forecasting typically includes: quantitative macro forecasts of employment prospects for industries, occupations, and region, qualification/level of diploma, gender and employment status for the workforce; questionnaire surveys of business, focus group surveys (scenario-based analysis with a series of interviews with key experts to debate the scenarios), targeted skills assessment conducted in key emerging sectors to enhance understanding of important developing areas of the economy. This session aims to present skills forecasting exercise and its applications to policies for Korea and US.

**Moderator:**

- Yoonyoung Cho, Senior Economist, Social Protection and Jobs GP, World Bank

**Presenter:**

- Gawoon Ban, Research Fellow of Korea Research Institute for Education and Training (KRIVET)
- Jaewook Nahm, Associate Research Fellow of Korea Research Institute for Education and Training (KRIVET)
- Michael Wolf, Division Chief of U.S. Bureau of Labor Statistics

**Discussant:**

- Maheshwor Shrestha, Economist, Social Protection and Jobs GP, World Bank

One of the major trends that change the labor market environment is labor mobility; an increasing number of workers cross borders to seek better opportunities. Both labor sending and receiving countries strive to find policy solutions for safe, productive, and inclusive labor migration mutually beneficial to hiring parties and workers. Korea's employment permit system (EPS), through its robust migration management systems and worker protection policies, provides good global practices. Nonetheless, the research identifies that there is room for further strengthening in EPS with respect to job matching and retention to reduce inefficient turnovers. The session presents an overview of EPS particularly regarding job matching and retention outcomes, simulation of potential impacts of policy intervention, results from the employer-worker survey in Korea, and potential intervention options for impact evaluations.

**Moderator:**

- Margaret Gosh, Senior Advisor, Social Protection and Jobs GP, World Bank

**Presenter:**

- Yoonyoung Cho, Senior Economist, Social Protection and Jobs GP, World Bank
- David McKenzie, Lead Economist, Development Economics and Chief Economist (DEC), World Bank
- Soonhwa Yi, Senior Economist, Social Protection and Jobs GP, World Bank

**Discussants:**

- Indhira Santos, Senior Economist, Social Protection and Jobs GP, World Bank
- Erwin Tiongson, Professor, Georgetown University

The society and labor market in the 21st century increasingly demand the education system to prepare youth with a balanced set of higher-order cognitive, socio-emotional and vocational skills. At the same time, the learning environment in Korea faces immense challenges with a large proportion of students being exposed to examination and competition stress, while incidence of bullying and depression remain high, both of which have a strong bearing on well-being. In response to these challenges, the Korean government has introduced a series of new initiatives such as the Free Semester Program and Happy Education Policy. The government also initiated the Meister schools to provide a direct pathway for youth to work in high skilled manufacturing jobs and other fields. The introduction of Meister schools and their success are expected to support the students to develop personal aptitudes and specialized skills in order to pursue their dreams without the need of college diplomas.

**Moderator:**

- Omar Arias, Practice Manager, Global Engagement and Knowledge, Education GP, World Bank

**Presenter:**

- Kyungsuk Chang, Director of International Relations Department, Korea Institute for Curriculum and Evaluation (KICE)
- Jung-yeon Kim, George Washington University Visiting Scholar from Ministry of Education
- Miguel Sarzosa, Assistant Professor of Economics, Purdue University

## BOOTHS (ATRIUM)

The Future of Education and Skills booths will introduce the Korean institutions that are leading the innovations in the skills development and labor market interventions. HRD Korea will offer the Bank staff digital literacy test based on Korea's National Standard Competencies (NSCs), whereas KEIS will introduce the public job matching online system carrying AI technology and big data analytics. KICE will highlight their strategies on curriculum and educational assessment for the improvement of school education quality, and KERIS will showcase their various services and policy-support activities on the integration of ICT in education.

