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Department of Workforce Development and Vocational Education

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Contact

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Professional Appointments

2024.9 – present Professor, Department of Workforce Department and Vocational Education, Seoul National University

2018.3 – 2024.8 Associate Professor, Department of Workforce Department and Vocational Education, Seoul National University

2015.3 - 2018.2 Assistant Professor, Department of Workforce Department and Vocational Education, Seoul National University

2010.11 - 2015.2 Associate Research Fellow, Korea Research Institute of Vocational Education and Development (KRIVET)

2009.9 - 2010.10 Staff, Career center of college of agriculture and life science, Seoul National University.

Fields

Vocational education and training, Labor market analysis, Economic analysis on vocational education and training, Occupational research in TVET, Agricultural education and extension service, Educational global cooperation

Education

2010 Feb, Ph.D., Workforce Development and Vocational Education, Seoul National University

2007 Feb, M.A., Workforce Development and Vocational Education, Seoul National University

2005 Feb, B.A., Workforce Development and Vocational Education, Seoul National University

Honors and Awards

2021 Minister's Award for Policy Contribution, Ministry of Education, Korea

2019 Minister's Award for Best Research Fellow, Ministry of Education, Korea

2013 Minister's Award for Best Research Fellow, Ministry of Labor and Employment, Korea

2013 Outstanding Research Fellow Awards, Korean Research Institute of Vocational Education and Development

2011 Outstanding Research Fellow Awards, Korean Research Institute of Vocational Education and Development

2008 Best Paper Award at 7th International Conference of the Academy of HRD

2008 Korean National Youth Policy Institute Conference, Best graduate student paper

2007 International Conference on Agriculture Education and Environment & APEAN, Best graduate Student paper

2007 Korea Education and Employment Panel Conference, Best graduate student paper

2006 Korean National Youth Policy Institute Conference, Best graduate student paper

Assigned Courses

Undergraduate Courses in SNU

- Principles of Workforce Development and Vocational Education (2015-2020)
- Statistics for Workforce Development and Vocational Education (2015~present)
- World of Work and Labor Market (2015~ present)
- Global Development Cooperation in Vocational Education and Workforce Development (2015~present)

Graduate Courses in SNU

- Practical Arts Education (2015)
- Tertiary VET education and policies (2015)
- Vocational Education Statistics (2015~present)
- Labor Market Analysis in Vocational Education and Workforce Development (2015~present)
- Global Cooperation in Vocational Education (2015~present)
- Occupational Research in Vocational Education and Workforce Development (2015~present)

Government Experience

2024-present Member, Taskforce Team, Reform of the Korean Apprenticeship Scheme, Ministry of Labor and Employment, Korea

2023-present Member, Committee of Workforce Development, Korea Racing Authority

2021-2022 Chairman, Committee of Evaluation of TVET school, Ministry of Education

2011-2014 Taskforce Team Leader, Project for Korean Apprenticeship Scheme, Ministry of Labor and Employment, Korea

2010-2014 Member, Centre for Meister High Schools, Ministry of Education, Korea

ODA Experience

2023 External Expert, Agri-business Incubator, FAO

2023-present Principal External Consultant, Lao PDR Priority Skills for Growth Project, World Bank

2021~2027 Principal Researcher, Project of Strengthening Agricultural Higher Education of VNUHCM (Vietnam National University-Ho Chi Minh City) in Vietnam, KOICA

2022 Co-researcher, Analysis of digital transformation of Korean Agribusiness system and Establishment of ODA model. Ministry of Agriculture

- 2021 Delegation Expert, Advice on vocational education and training policy in Thailand for digital transformation, KDI
- 2021 Principal Researcher, Establishment of Agricultural Workforce Development cooperation in Developing Countries(Ⅱ), Ministry of Agriculture, Livestock and Food
- 2020 Principal Researcher, Establishment of Agricultural Workforce Development cooperation in Developing Countries(Ⅰ), Ministry of Agriculture, Livestock and Food
- 2019 Principal Researcher, Organizational Capacity Diagnosis and Strategy Development of Holeta Polytechnic College in Ethiopia, KDI
- 2018 Co-researcher, Competency development of Uzbekistan national administration academy project
- 2017 Co-researcher / Evaluation expert (Vocational education and training), Post-evaluation of Philippines HRD center building project,
- 2016-2017 Project manager, KOICA Understanding of ODA in University Project

Learned Societies

- 2015 - present Executive Director, The Korean Society for Agricultural Education and Human Resource Development
- 2023 - present Director, Korean Educational Research Association
- 2016 - present Director, The Korean Society for the Study of Vocational Education
- 2023 - present Director, The Korean Association of Human Resource Development
- 2023 - present Director, The Korean Society for Human Resource Development
- 2024 - present Director, Korea Association of International Development and Cooperation

Other experiences

- 2023 - 2025 Vice Chair, Seoul National University Social Responsibility
- 2019 - present Director, Seoul National University Faculty Council
- 2022 - 2025 Director, Extension College Seoul National University
- 2024 - present Chair, Department of Workforce Department and Vocational Education, Seoul National University
- 2024 – present Chair, Center for Education and Training in Agricultural education, Seoul National University

Books

2020, Chapter-Author, Human Resource Development in South Korea -Theory and Cases- , Palgrave Macmillan (ISBN 978-3-030-54065-4)

2021, Co-Author, The Future of the Education in Korea (ISBN 9791130313481)

Journal Articles

1. Impact of vocational education and training on adult skills and employment: An applied multilevel analysis. International Journal of Educational and Development (SSCI), 66, 2019, pp.129-138.
2. Agricultural literacy in the context of agricultural education: A multilevel analysis of urban elementary school students and teachers in South Korea. Journal of Agricultural Education and Extension (SSCI), 2020.
3. How can urban middle-aged participants increase their agricultural entrepreneurship volition during COVID-19? Evidence from South Korea, Journal of Agricultural Education and Extension (SSCI), 2022
4. Middle-aged Adults' Career Trajectories and Later Life Financial Security : Evidence from Korea, Longitudinal and Life Course Studies (SSCI), 2023
5. A study on Types of Career Patterns of College Graduates in Korea: Focused on 60's generation. Journal of Agricultural Education and Human Resource Development (KCI), 2015
6. A Study of Competencies and School to Work Transition Outcomes of Vocational Students According to Types of Secondary Vocational Education among OECD Countries. The Journal of Vocational Education Research (KCI), 2015
7. A Comparative Study on the Influence of the Non-formal Lifelong Learning Participation and Usage of Skills to the Adult's Key Competencies: Using Propensity Score Matching Method. The Journal of Vocational Education Research (KCI), 2015.
8. Developing an Instructional Model for Vocational English in Korean EFL Contexts. Studies in Foreign Language Education (KCI), 2015.

9. [A Comparative Study of the Vocational Education Training in Germany, Switzerland and Austria](#). The Journal of Vocational Education Research (KCI), 2016.
10. [The Formation, Reinforcement and Vanishment of the Industry-Vocational School Cooperation Network of Specialized Vocational High School and Meister School](#). Journal of Agricultural Education and Human Resource Development (KCI), 2016.
11. [The Effect of Job Relatedness of Content in Learning, Job Stress and Organization Communication on Turnover Intention and Mediating Effect of Job Satisfaction](#). The Journal of Vocational Education Research (KCI), 2016.
12. [An Analysis on Additional Student's Demand for Secondary Vocational Education](#). The Journal of Vocational Education Research (KCI), 2016.
13. [Delphi Analysis on the Operation for a Career Education Intensive Semester & Grade System](#). Journal of Learner-centered Curriculum and Instruction (KCI), 2017.
14. [New demand forecast for vocational high school graduates in regional strategic industries: Focusing on comparison between Daejeon and Jeonnam](#). The Journal of Vocational Education Research (KCI), 2017.
15. [Comparative Studies on Credit Systems of Secondary Vocational Education in Australia and Finland](#). Korean Journal of Comparative Education (KCI), 2017
16. [Employment Advantage and Wage Dispersion: Vocational High School and College Graduates in Korea](#). Journal of Agricultural Education and Human Resource Development (KCI), 2018
17. [An Analytic Review of Research Trends in Lifelong Learning Cities: Using studies published in Korea between 2003 and 2017](#). Journal of Agricultural Education and Human Resource Development (KCI), 2018.
18. [A Meta-Analysis on the Effectiveness of Environmental Education Programs on Environmental Literacy of Elementary Students](#). Korean Journal of Environmental Education (KCI), 2018.
19. [Cost Benefit Analysis of Secondary Vocational Education](#). Journal of Agricultural Education and Human Resource Development (KCI), 2018.
20. [Development Measures for Employment Support Centers of Metropolitan and Provincial Offices of Education based on Organization Diagnosis Technique](#). Journal of Agricultural Education and Human Resource Development (KCI), 2019.

21. [Analysis of the Types and Determinants of Young College Graduates according to the Wage Change Trajectories](#). Journal of Agricultural Education and Human Resource Development (KCI), 2019.
22. [Changing of career maturity of vocational high school graduates in Korea: Latent profile analysis and latent transition analysis](#). The Journal of Vocational Education Research (KCI), 2019.
23. [Analysis of Basic Business & Office Work and Educational Needs of Office Workers in SMEs](#). Journal of Competency Development & Learning (KCI), 2019.
24. [Analysis of Farmers' Management Characteristic and Agricultural Education Participation and Outcome Changes Using the Agricultural Industry Education Panel Data](#), Journal of Agricultural Education and Human Resource Development (KCI). 2019
25. [The effect of culture on organizational citizenship behavior, job satisfaction, and organizational commitment: A meta-analysis](#). Journal of Agricultural Education and Human Resource Development (KCI), 2019.
26. [The Relationship among Agricultural Literacy, Life Experiences with vegetation, Naturalist Intelligence and Interest on Agricultural News of Urban Elementary School Students](#). Journal of Korean Practical Arts Education (KCI), 2019.
27. [Hierarchical Relationship between Employment Decisions and Student and School Variables of Specialized High School and Meister High School Students](#), Journal of Agricultural Education and Human Resource Development (KCI). 2020.
28. [Analysis of Job Satisfaction & Education Needs of Industrial-educational Adjunct Teachers: Focusing on the Difference of Perception of Industrial-educational Adjunct Teachers and Vocational Education Teachers](#). Journal of Agricultural Education and Human Resource Development (KCI), 2020.
29. [A Study on the Educational Outcome Types and Characteristics of Specialized High Schools](#). Journal of Agricultural Education and Human Resource Development (KCI), 2020.
30. [An Analysis of Labor Market Outcomes According to Occupational Career Types of Male Undergraduates](#), Journal of Agricultural Education and Human Resource Development (KCI), 2020.
31. [A Latent Class Analysis according to the Types of Secondary Level Vocational Education Participation of Industry Officials](#). The Journal of Vocational Education Research (KCI), 2020.

32. [Systematic Reviews of Labor Market Outcomes for Vocational Education](#). The Journal of Vocational Education Research (KCI), 2020.
33. [Performance Analysis of MAFRA Educational Support Program for Agricultural Schools](#). Journal of Agricultural Education and Human Resource Development (KCI), 2020.
34. [A study on the types and Characteristics of Youth Employment based on their comparative Job Preferences](#), The Journal of Vocational Education Research (KCI), 2020.
35. [A Social Network Analysis on Blue Collar and Related Occupation Structure: Focused on Using Revealed Relatedness Index](#), The Journal of Vocational Education Research (KCI), 2020.
36. [Exploring the Development Direction of Secondary Level Vocational Education in the Post-COVID19 era](#), Journal of the Korean Institute of Industrial Educators (KCI), 2021.
37. [An Analysis of the Progressive Retirement Process of Middle-aged Men: Focusing on the Period of Retirement and Job Stability](#). The Journal of Vocational Education Research (KCI), 2021.
38. [Analysis of the Influential Factors on Employment Rate of Vocational High School by Region Using Geographically Weighted Regression Model\(GWR\)](#), The Journal of Vocational Education Research (KCI), 2021.
39. [A Qualitative Study on Vocational High School Graduate Early Career Employees' Participation Experience in Work First-then to College](#). The Journal of Vocational Education Research (KCI), 2021.
40. [Analysis of the Career Development Competency of Middle School Students using HLM approach](#). Journal of Agricultural Education and Human Resource Development (KCI), 2021.
41. [Agricultural Entrepreneurship Volition Instrument Development](#), Journal of Agricultural Education and Human Resource Development (KCI), 2022.
42. [Importance-Performance Gap Analysis\(IPGA\) of Future Competencies of Specialized Subject Teacher in Vocational High School](#). The Journal of Vocational Education Research (KCI), 2022.
43. [A Study on the Enactment and Revision of Legislation to Promote of Employment Among Vocational High School Graduates](#). The Journal of Law of Education (KCI), 2022
44. [A Hierarchical Linear Relationship of Student and Classroom Variables with Employment Aspirations of Specialized Vocational High School Students](#). Journal of Agricultural Education and Human Resource Development (KCI), 2023.

45. [A Structural Relationship among Commitment to Career Choice, Support from Parents, General Self-Efficacy, Employment Barriers and Strategies for Coping with Career Indecision of Meister High School Students](#). The Journal of Vocational Education Research (KCI), 2023.
46. [Development of Employability Scale for Students Seeking Employment at Meister High School](#). The Journal of Vocational Education Research (KCI), 2023
47. [Sequential Dual Mediation Effects of Job Crafting and Organizational Commitment in the Relationship between Job Satisfaction and Perceived Overqualification among Early-Career Employees in Small and Medium-Sized Enterprises](#). Journal of Agricultural Education and Human Resource Development (KCI), 2023.
48. [A study on typology occupations of the degree to which task performance capabilities decline based on skill level](#). Journal of Agricultural Education and Human Resource Development (KCI), 2024.
49. [Analysis of factors influencing Digital Competency among Farmers and Non-farmers](#). Journal of Agricultural Education and Human Resource Development (KCI), 2024.
50. [A Study on the Validation of Age-friendly Index in Korea](#). The Journal of the Korea Contents Association (KCI), 2024.

Invited Lectures and speeches (international only)

2023	Why is VET necessary? and How can VET meet the labour market needs? ADB
2023	How to develop skills standards and TVET curriculum to meet the labor market needs. Lao PDR: Priority Skills for Growth Project, World Bank
2023	A Latent Profile Analysis of University Students' Career Barriers, The IAFOR International Conference on Education
2020	Organizational Capacity Diagnosis and Strategy Development of Holeta Polytechnic College in Ethiopia, KSA with PASET
2019	Skill Mismatch and Over-qualification: Why is Vocational Education necessary?, Global HR Forum 2019
2017	Young People in Vocational Education: Characteristics and Labour Market, 2017 YPI&ARACD International Conference, Korea.
2016	"Industry-Academia Cooperation in TVET", TVET for Sustainable Development and Youth Employability, UNEVOC

- 2016 “Why Do Governments Promote Apprenticeships?: International Comparisons of Current Status and Outcomes of Apprenticeships”, KRIVET, Korea
- 2014 “Meister High Schools in Korea”, Action for skills: A Global Symposium on Building the Manufacturing Workforce, USA.