

ABSTRACT

Title of Research Paper : Use of the National Standard Skill Indicators for
Employment Preparation

Author : Mr.Somchart Lekhalawan

Degree : Master of Arts (Social Development)

Year : 2001

The study aimed to find out how much the Labor Skill Development Institute under the Labor Skill Development Department use the national standard skill indicators in each vocational branch to help prepare people to enter such a field. Also, it identified the problems or restrictions in using the indicators for employment preparation in order to make recommendations about revising the indicators.

Copies of a questionnaire were sent to 300 trainers and 207 copies or 69% were returned. Percentage, mean, mode and standard deviation were employed to describe the data.

The findings were briefly stated below :

1. Most of the vocational trainers were males, aged 40 on an average. Most had a high school certificate, a vocational certificate or an associate degree, followed by these with a Bachelor's degree. Most of the Bachelor's degree trainers were in the industrial engineering group. The majority of these with a high vocational certificate were in the mechanic group while those with a high school certificate, a vocational certificate and an associate degree were in the construction and mechanic groups.

2. The selection of trainees to be prepared for employment was based on eight components : intelligence, physical health, mental health, temper, social condition, break-even point, aptitude, and vocational-skill selection. All of these components were given moderate consideration, except for mental health which received the most important consideration.

3. It was found that the national standard skill were use in training at a high level.

3.1 Use of the indicators as a whole was given importance at a high level. However, defining the nature of work that one should know and able to perform and a time frame to accomplish a task and building a good attitude toward work environment were found to be at a moderate level.

3.2 Provision of knowledge and advice to trainees, supervision, demonstration and practice on the basis of the national standard skill indicators was given importance at a high level.

4. About 63.5 percent of the vocational trainees evaluated the trainees' knowledge, skill and attitude toward work at the end of each course and upon completion of the program.

4.1 In making a performance evaluation during the training of each course, the national standard skill indicators were used at a high level. However, the correct knowledge and understanding of what was necessary for work, the nature of work that one should know and be able to perform, the time frame to accomplish a task, and the ability to conserve work environment were found to be at a moderate level.

4.2 In making a performance evaluation at the end of the program, the national standard skill indicators were used at a high level. However, the correct knowledge and understanding of what was necessary for work, the ability to conserve work environment, the advice to and coordination with firms to use the national standard skill indicators for skill evaluation, and the trainee's knowledge, ability and attitude toward work were all found to be at a moderate level.

5. The main reason for which some vocational trainers did not use the national standard skill indicators to use while preparing the trainees for employment was that each curriculum did not include such indicators. The trainers made useful suggestions about the process of using the national standard skill indicators for employment preparation as follows.

Recommendations :

Operational Implications

1. The general information about the vocational trainers should be analyzed and used to develop their ability.

2. The trainers should be clearly explained about all the criteria for selecting people for training.

3. All the national standard indicators should be used to a large extent whether in designing the training programs or in teaching. The trainees should be given knowledge, advice, supervision and demonstration.

4. In evaluation of the skill, knowledge, ability and attitude of the trainees toward work, all the national standard skill indicators should be used to a large extent both during training and upon the completion of the program.

5. Problems, obstacles or restrictions in the use of the national standard skill indicators, including the trainers suggestions should be studied to use the results in developing people for employment.

Policy Implications

1. The Labor Skill Development Department should focus on quality of labor and firmly followed its philosophy. It should maintain its unique responsibility.

2. The Department should set a clear policy for the regional Labor Skill Development Institute and the Provincial Labor Skill Development Center. The national standard labor skill indicators should be used in preparing for employment.

3. The Department should adjust its role to serve as a model for standard labor skill development process, so that other related public and private agencies can follow it.