

2003. 12



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2003 12

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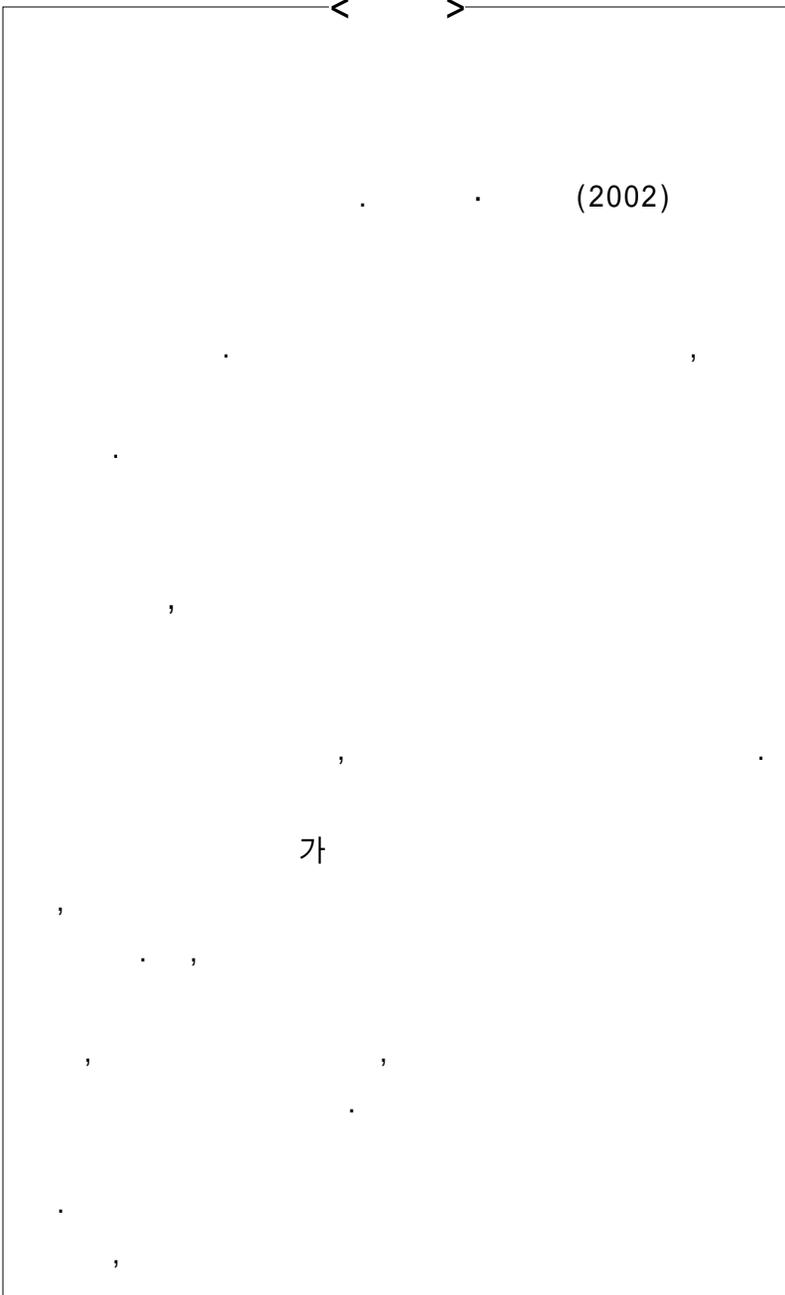
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가 . , .

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(Sector Skills Council: SSC),  
(Sector Council: SC),  
(Industry Training Advisory Board:  
ITAB; Industry Skills Council )

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가 . (SC)

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(Sector Partnership Initiative:  
SPI) (Sector Study)가 ,

SC가 . ,

(SSC) 가

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(ITAB) (ANTA)

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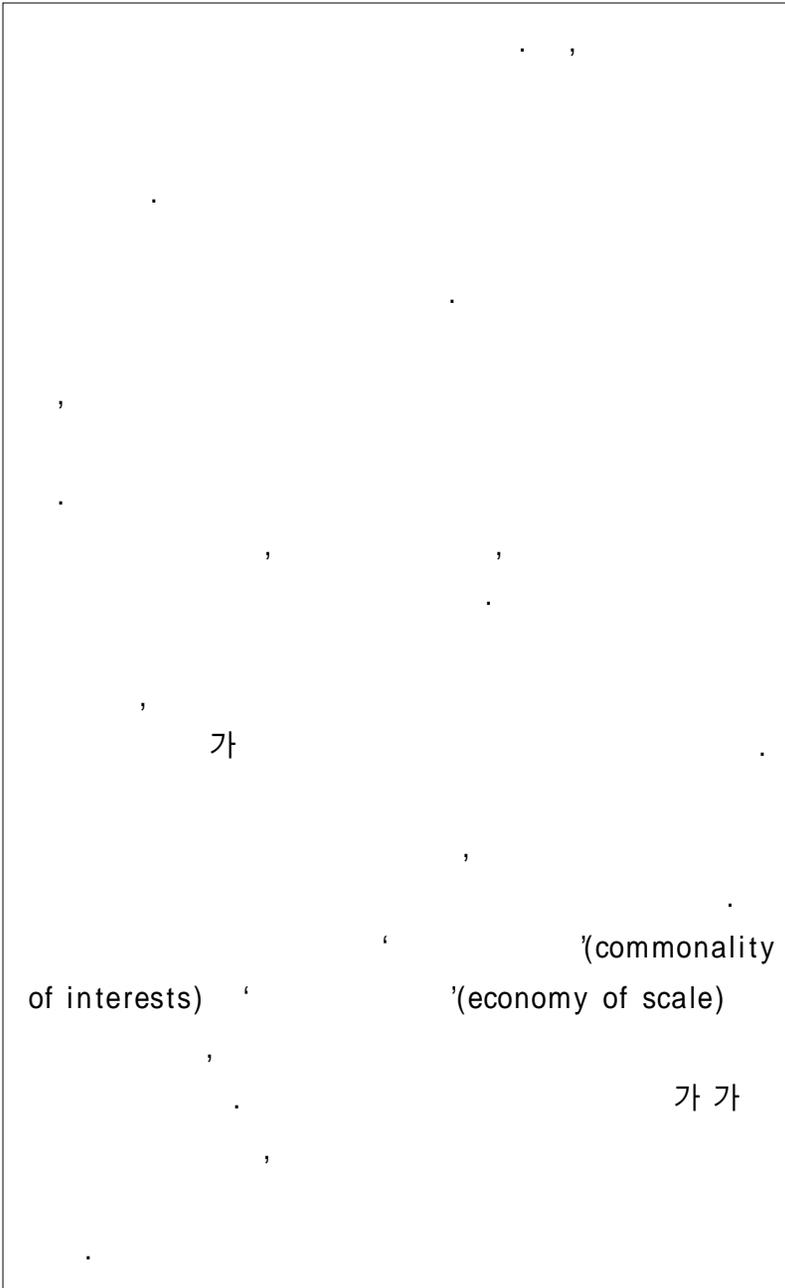
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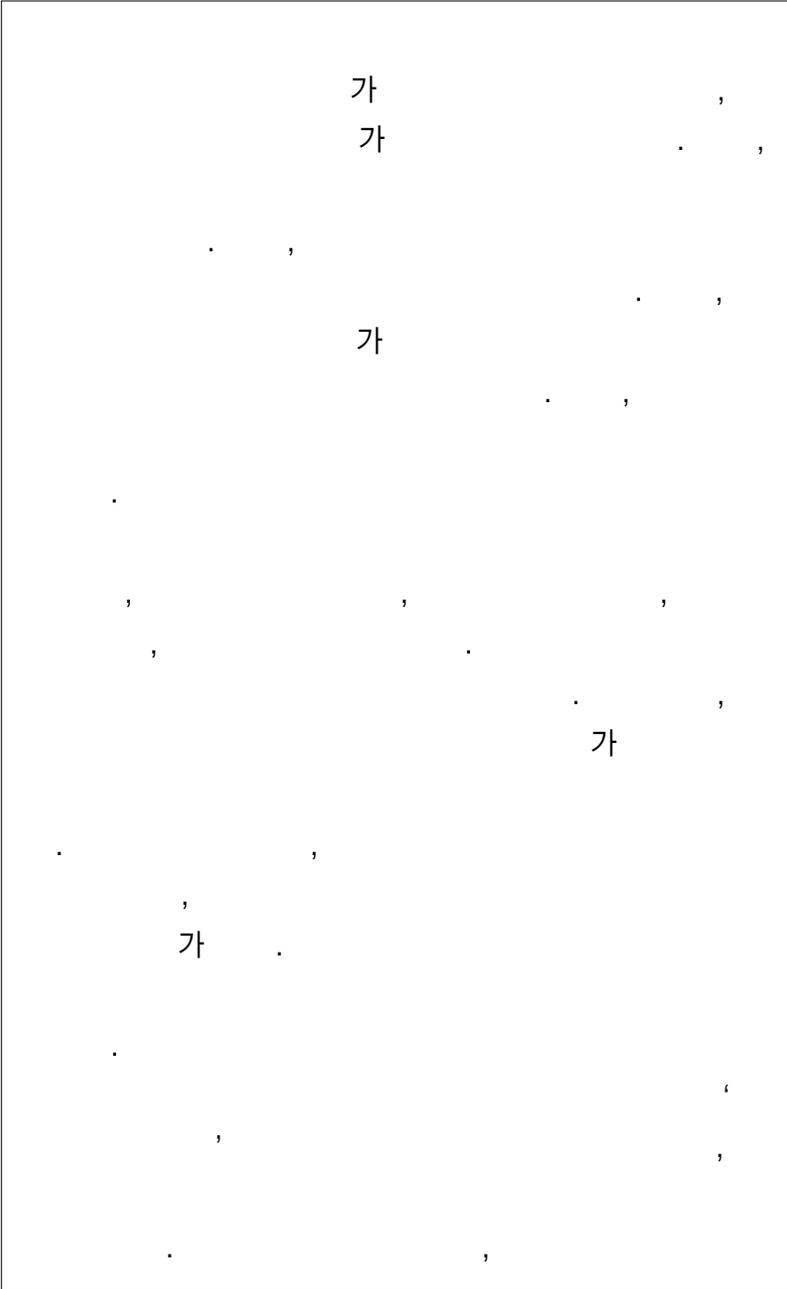
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## Abstract

### Establishment of Business-Led Sectoral Human Resources Development Councils

This research is a policy study on the establishment of business-led sectoral human resources development councils. Jung and Choi (2002) have proposed the formation of a sectoral human resources development system as a means to resolve chronic mismatches between labor demand and supply, and thus strengthen the competitiveness of the Korean economy. This study proposes the detailed establishment and operational means for a sectoral human resources development system.

A sectoral approach to human resources development is regarded as a collective counter-measure that complements issues arising from the individual decision-making process. A sectoral approach can be effective in analyzing industrial demand for human resources, designing and implementing education and training programs, and developing labor policies by forming effective and cooperative relationships between corporations with common interests and their social partners.

England's Sector Skills Council (SSC), Canada's Sector Council (SC), and Australia's Industry Training Advisory Board (ITAB - now converting to the Industry Skills Council) are key examples of sectoral human resources development agencies. These agencies share certain commonalities: they are all led by industry in analyzing corporate demand for education and training and developing measures to meet these demands. These agencies also emphasize partnerships between industry and labor, and all are organized as non-profit private corporations. The governments in these countries offer enthusiastic, policy-based backing and are greatly expanding financial support for these sectoral agencies.

The general view on previous experiences in Korea is that effective systematic mechanisms to include the private sector in human resources development are almost non-existent. Given that the corporate sector lacks interest, financial reserves, and expertise for human resources development, early governmental support is a necessary precondition. At the same time, however, private autonomy in the operation of the agency must be guaranteed, and government support should be aimed at strengthening the human resources development capacity of the private sector.

The establishment of a sectoral human resources development council (SHRDC) should occur in two stages: a field trial followed by business diffusion. The structures and

operational methods of SHRDCs that best suit current domestic conditions can be best modeled after field trials. Active business propagation activities, based on the results of the field trial, along with legal institutionalization, etc., would take place in the latter stage. We recommend that the Canadian example be benchmarked to establish the details of the process, in the order of formation of sectoral partnerships, sector studies, and formation of the SHRDC itself. Financial support for the SHRDC would be obtained from general government accounts. We also advise against establishing stringent financial independence conditions on each SHRDC, which is congruent with current overseas practice.

The sectoral scope of each SHRDC should be determined by taking into account the trade-offs between commonality of interests and economies of scale. The government should provide guidelines to the private sector for specifying sectoral scope and autonomously fine-tuning the range in conjunction with the government.

The functions and priorities of the SHRDC should be determined autonomously by each of the agencies according to the corresponding sector's characteristics and conditions. The general functions of the SHRDC should include the following: (1) analyze labor market structure and skill demand for the corresponding sector, (2) formulate sectoral human resources development strategies and propose related policies,

(3) develop and enforce qualification systems and occupational standards for areas specific to each sector or of great importance to each sector, and (4) lead demand-led education and training as an industrial partner.

The SHRDC can be formed from representatives of business groups, leading corporations, education and training institutes, labor groups, and government. The active participation of labor union representatives should be encouraged, but not enforced, in consideration of Korea's tense industrial relations.





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(general skills) (specific skills)

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(firm-specific skills), (job-specific skills), (industry-specific skills)

,

(social skills)

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Mitchell(1998)

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( , , )	가 , , ,

: Mitchell(1998)



가 가 , .

가 .

(Crouch et al, 1999).

(2) ,

. Warmerdam and Tillaart(1997) ,  
(Sectoral approach)

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1) Becker

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Bertzeletou(1997)

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가 .<sup>2)</sup>

(European Commision, 2002; Warmerdam and Tillaart, 1997).<sup>3)</sup> 가

가

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2)

가

2001).

(OECD, 2003; , 2002; CEDEFOP,

3)

1998

. European Commision, (2002).

4)

가

. Warmerdam and Tillaart(1997)

(continuing training)

가

가

가

. Warmerdam and Tillaart(1997).

(validation)

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6)

(21st Century Skills)

Skills Alliance

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 가  
 (Rainbird, 2000).

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 "(Crouch et al, 1999). ,

가  
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 (Mitchell, 1998).

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가 (OECD, 2003; Heyes, 2000).<sup>7)</sup>

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7) OECD(2003) 가 가  
 가 ( 가 )

(Kammern),  
 (Work Council)  
 가 (Soskice, 1994).  
 가  
 가  
 가 (Marsden and Ryan, 1991).<sup>8)</sup>

가 가  
 가 (Heyes, 2000; Oulton and Steedman,  
 1994; Marsden and Ryan, 1991).<sup>9)</sup>  
 가  
 가

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8) 1989 73%, 35% 1951 39%, 23%  
 (Marsden and Ryan, 1991).  
 9) 가  
 가 (Oulton and Steedman, 1994; Marsden and Ryan,  
 1991).

가  
 가 , 가  
 가  
 , 가  
 ,  
 , (Heyes, 2000).

가 , 가 , 가  
 가 (Sutherland and Rainbird, 2000).<sup>10)</sup>

가 ,

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10) GM (Saturn)  
 (UAW)  
 (arm's length relationship),  
 (job control  
 unionism) 가  
 UAW 가  
 ( , 2003).

, , Mahnkopf(1991), Sutherland and Rainbird(2000)

가

‘ 가 ’

가

가

가

Streeck(1992)

가

가

11)

11)

(conflictual cooperation; Streeck, 1992)

가

2.

(1)

Warmerdam and Tillart(1997) ,

가

가

1)

( , 2002).

2002

3,775

<sup>12)</sup>

가

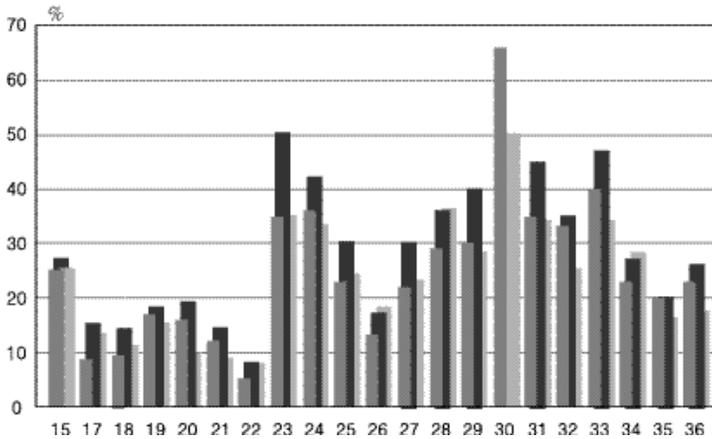
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(2002).

가 10 (35%), (15%), (14%), (14%), (14%) 2002

< -1> (2002 )



: (2002).  
 : (= / ), 가

< -2>

: %

	1995	1996	1997	1998	1999	2000	2001
	1.18	0.48	1.14	1.20	1.67	0.97	1.14
	0.91	1.09	0.42	0.52	0.78	0.76	1.04
	0.57	0.58	0.50	0.37	0.49	0.50	0.65
/	0.69	0.86	0.82	0.56	0.53	0.73	1.03
/	0.80	0.75	0.79	0.82	0.68	0.81	0.87
	1.44	1.81	1.00	0.99	1.15	0.92	1.16
	1.04	1.18	1.23	1.26	1.37	0.87	0.66
1	0.90	0.80	0.63	0.85	0.53	0.76	0.45
	1.43	1.13	1.63	1.87	1.85	2.01	2.54
	3.17	1.65	2.21	4.14	2.96	1.64	3.69
	3.43	3.98	3.52	3.25	3.08	3.27	3.89
	1.76	1.60	1.60	3.01	2.89	1.77	1.31
/	4.20	4.58	5.19	6.38	5.88	5.65	7.42
	3.71	4.22	4.14	3.86	2.67	2.55	2.34
	0.72	1.67	0.97	2.56	1.81	1.40	2.00
	0.97	0.72	0.65	0.74	0.42	0.96	0.94
/	2.74	2.59	2.91	2.46	2.69	2.23	2.90

: , 「 」( ).

< -3>

	(A)	(B)			(C = B/A)
1995	1.76	1.24	0.57	4.20	0.703
1996	1.79	1.35	0.48	4.58	0.756
1997	1.73	1.45	0.42	5.19	0.838
1998	2.06	1.71	0.37	6.38	0.828
1999	1.85	1.46	0.42	5.88	0.791
2000	1.61	1.33	0.50	5.65	0.822
2001	1.97	1.81	0.45	7.42	0.918

: , 「 」( ).

: < -2>

가

가 2002

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2001

가

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가 1995 1.24 2001 1.81

(< -3> ). 1995

0.57, 4.20 2001 0.45, 7.42

.

(coefficient of variation) 1990

1990 2000

가 가

,

가

2)

가 , 가 , 가 , 가 .<sup>13)</sup> 가 (1) 가 , (2) 가 .

$$\begin{aligned} \frac{E_i}{E} &= \sum_{j=1}^M \frac{E_{ij}}{E} = \frac{E_{i1}}{E_{01}} \frac{E_{01}}{E} + \frac{E_{i2}}{E_{02}} \frac{E_{02}}{E} + \dots + \frac{E_{iM}}{E_{0M}} \frac{E_{0M}}{E} \\ &= a_{i1} \frac{E_{01}}{E} + a_{i2} \frac{E_{02}}{E} + \dots + a_{iM} \frac{E_{0M}}{E} \end{aligned}$$

( i=1, 2, 3, 4: , j=1,2 ... M: , E<sub>ij</sub> : i j ,

$$E = \sum_{j=1}^M \sum_{i=1}^4 E_{ij} : )$$

---

13) 가  
가

$$\begin{aligned}
 (E_i/E) &= \sum_{j=1}^M (a_{ij} \cdot 0_j) \\
 &= \sum_{j=1}^M (a_{ij}^t \cdot 0_j^t - a_{ij}^0 \cdot 0_j^0) \\
 &= \sum_{j=1}^M (\bar{a}_{ij} \cdot a_{ij} + a_{ij} \cdot 0_j)
 \end{aligned}$$

$$a_{ij} = (a_{ij}^t + a_{ij}^0)/2, \quad \bar{a}_{ij} = (0_j^t + 0_j^0)$$

$$\bar{a}_{ij} \cdot a_{ij} \quad (0) \quad (t)$$

$$(0_j)$$

$$, a_{ij} \cdot 0_j \quad (0) \quad (t)$$

$$(a_{ij})$$

$$\cdot^{14)} \quad \bar{a}_{ij} \cdot a_{ij}$$

$$, a_{ij} \cdot 0_j$$

- 가

10 r

14) (0)

0 가

$$(E_i/E) = (0_{0j} \cdot a_{ij} + 0_{ij} \cdot 0_{ij} + a_{ij} \cdot 0_{ij})$$

가 , 0\_{ij} \cdot 0\_{ij}

0\_{0j} \cdot a\_{ij}

(discrete time)

-4> ' 2'

0 가

, 0\_{ij}

, 0\_{ij} \cdot 0\_{ij}

<

15)

가 가

가

가

, 7

< -4>

: %, %P

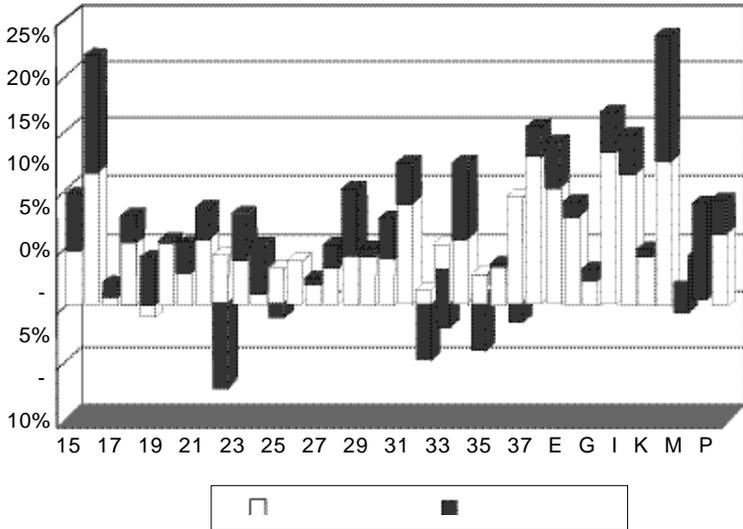
	1994	2001		1		2		
	6.2	3.0	-3.2	-2.4	-0.8	-2.6	-1.0	0.4
	15.5	9.5	-5.9	-4.0	-2.0	-4.0	-2.0	0.1
	50.8	45.4	-5.4	-2.1	-3.3	-1.6	-2.8	-1.0
	8.6	13.2	4.7	2.8	1.9	3.2	2.4	-1.0
	19.0	28.8	9.9	5.7	4.2	4.9	3.5	1.5

: , 「 ( ) .

: 1 , 2 14

15)

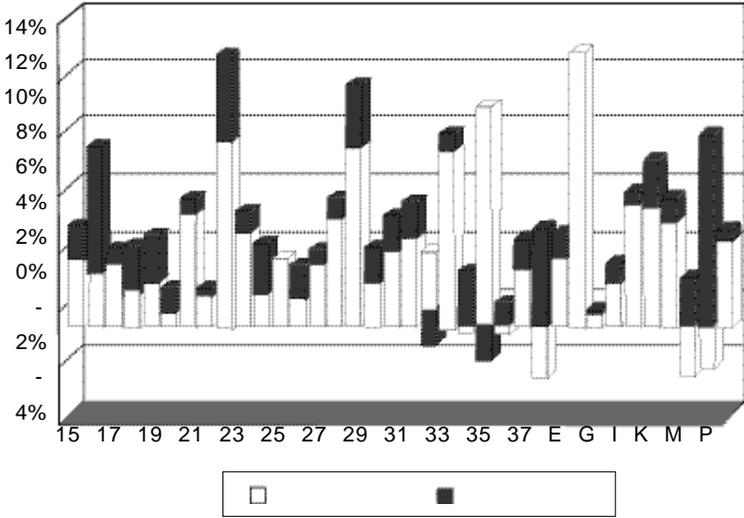
< -2>



: , 「 ( ) .  
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 가 .<sup>16)</sup>  
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 가가 .

16) , 가 .

< -3>



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0.2 0.3 가

< -5>

			0.260	0.263	0.121	0.168
			0.120	-0.086	-0.057	-0.047
			0.242	0.076	0.020	0.055
			0.545	0.482	0.499	0.510
			0.358	0.354	0.254	0.303
			0.614	0.558	0.534	0.562
			0.257	0.265	0.142	0.182
			0.325	0.204	0.209	0.228
			0.423	0.340	0.255	0.297
1)			0.534	0.379	0.453	0.450
			0.356	0.216	0.238	0.260
			0.663	0.457	0.539	0.545

: 1) 가 (-7.3%P),  
 (-4.7%P) .  
 2) , , 가 .

< -6>

		: %							
		1994	1995	1996	1997	1998	1999	2000	2001
		8.1	7.9	5.5	5.7	6.6	6.6	7.3	8.7
		12.7	11.8	12.7	12.1	13.4	13.4	12.7	14.6
		0.63	0.67	0.43	0.47	0.49	0.49	0.57	0.60
		5.6	6.6	3.2	3.8	3.7	3.7	5.2	5.7
		11.1	11.4	11.5	10.8	11.7	11.7	10.9	11.9
		0.51	0.58	0.27	0.35	0.32	0.32	0.47	0.48

: , 「 ( ) .  
 :

가  
 가,  
 가

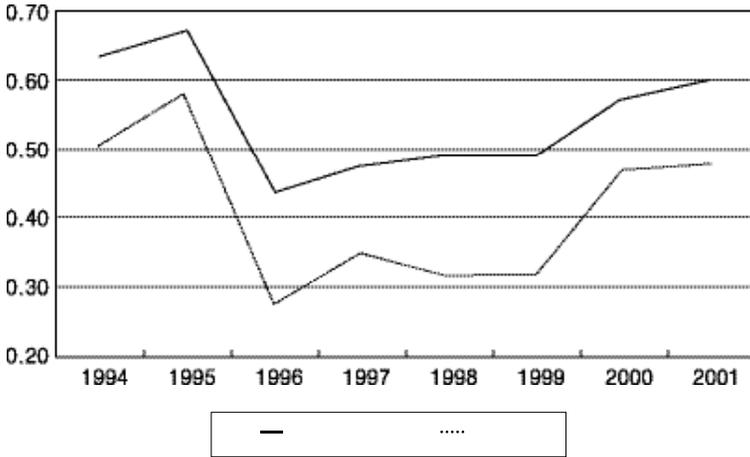
가<sup>17)</sup>  
 가  
 (< 2> )  
 1 가  
 , 10 20%

가  
 , < -6> < -4>  
 1990 . 가 1990  
 가<sup>18)</sup>

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17) (= + + )  
 (2 4 ) < 2>

< -4>



, 1990 (1994 96) 1990  
 2000 (1999 2001)  
 1990 2000

가 < -7>

가  
 , 가  
 가 0.5  
 가 가

18) 1990 가 가 가  
 , 1990 가 가 가  
 가 가

< -7>

		0.256	0.329	0.366
		-0.093	0.160	0.001
)		0.167	0.474	0.421
		0.069	0.444	0.285

: ( 27.4% † 66.9%, 39.5%P  
 가, 5.7% † 46.1%, 40.5%P 가)

가

가가

.<sup>19)</sup>

가

가

가

가가

가

19) < -5>

0.454, 0.340,  
 0.121

0.101,  
 -0.054, 0.314,

(2)

가 ( ,  
 20)  
 가 ( ,  
 1996).<sup>21)</sup>  
 가 ,  
 가 ,  
 가  
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20)

21) 가 (Developmental state model)  
 . Ashton et al(1999).

( , 2003; , 2000; Mitchell, 1998).

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(Amsden, 1989).

.

가

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.

<sup>22)</sup>

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( , 2003, 2002; , 2003;  
, 2002a; , 2002b), 가  
가

(

, 2003; , 2002). 가

( , 2003; , 2001, 2000).

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22)

(2003).

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 ,  
 . (2003, 2002),  
 (2002a), (2002b) .  
 ,  
 . (2003)  
 가  
 (2003), (2002)  
 가  
 (2003) 가  
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 (2002) 가  
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 .  
 (2001, 2000), (1999)

(2002b, 2003)

(2003) 2002

(2002a)

( , 2003a),

가



1.

가

. Barret and Dewson(1998)

가

(voluntaristic, market-led)

가

(corporatist)

(publicly-led)

가

(interventionist)

가

가

(needs)가

가  
(levy)

23)

가

가

가

가

가

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23)

가

가  
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 (Sector Skills Council: SSC),  
 (Sector Council: SC),  
 (Industry Training Advisory Board: ITAB)

가  
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<sup>24)</sup>

## 2. (SSC)

### (1) SSC

(Sector Skills Council: SSC)  
 “ 가 ”(business-led and

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24) (SSC) (Sector Council)  
 (2002)

owned), (DfES, 2001). (SSC)

73 가 (National Training Organizations: NTO) “ , , ”

, SSC

.<sup>25)</sup> (SSC)

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(SSC)

(DfES, 2001). (1) -

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(3) -

25) NTO 170 (Industry Training Organisations: ITO) (Occupational Standards Councils: OSC) 1997 (needs) . NTO 1997 , 가 (Kearsey, 2003). 2000 SSC

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(5) - NTO . (6) -  
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 NTO . (8)  
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(Finlayson, 1998). (1)  
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 . (4) - 가

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(SSC)

(DfES, 2001).

SSC

,

,

SSC

가

가

SSC

가

2003

가(license)

SSC

5 (Trailblazer  
 SSC) 8 (< -1> ). 가  
 (development stage) SSC가  
 11 ,  
 SSC가 5 . 가 8 SSC Skillset(  
 ), Cogent( .가 . ), Skillfast-UK(  
 . . ), Lantra(  
 ) 5 SSC e-skills UK(  
 SEMTA( . . ), ConstructionSkills(  
 3 SSC . 5 SSC 2 가  
 5 가 , 3 SSC  
 5 가 .  
 가 8 SSC 11  
 SSC, 5 SSC 24 SSC가  
 .  
 , SSC  
 25 .  
 5 SSC GDP  
 가  
 . ,  
 가 , SSC가  
 20 (SKILLSET) 300 (SKILLSMART)  
 가 (< -2> ).<sup>26)</sup>

26) 2001 2,800 , Skillsmar ( 11%) 310 .

< -1> SSC (2003 12 )

SSC		
가 SSC	e-skills UK	
	SEMTA	, ,
	Construction Skills	
	Skillset*	
	Cogent*	가 , ,
	Skillfast-UK*	, ,
	Lantra*	
	Skillsmart*	
	Automotive Skills	, ,
SSC	Energy and Utility Skills	
	Food and Drink	
	GoSkills	
	Financial Services	
	Hospitality, Leisure and Tourism	, ,
	Justice	, , , ,
	Skills for Logistics	, , ,
	Proskills	
	SkillsactiveUK	,
	Skills for Health	
	SummitSkills	, , , , , ,
SSC	Creative and Cultural Industries	
	Facilities Management	
	Lifelong Learning Sector	16
	Rail Industry	
	Social Care Sector	

: SSDA.

: \* SSC 2 가 SSC , 5 full license

< -2>

SSC

SSC	/	GDP	
Cogent ( . 가 . )	- 50	- £ 164	- 17% 가 - 40 - 가 - - ( ) -
Lantra ( )	- 40 - 100 ( 50 )	- £ 240	- 가 가 - (17 ) - 40% , - 94%가 10 , 49% - 55%가 - ICT, , , 가
Skillfast- UK ( . . )	- 13,000 - 34	- £ 165	- 9 - , - 7%가 - 98% - - - - ( ) 가

( )

	/	GDP	
Skillset ( )	- 20 - 50%	- £ 175 - GDP 3%	- 가 - 11% - 4% - ( 30% ) - ( TV, , on demand ), - , - ( , )
Skillsmart ( )	- 11%	- GDP 25%	- 가, - 10 - ( - ) - 가 가 - 24 - 가 -

: SSDA(2003).

: , GDP .

(2) SS C

SSC

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SSC (Sector Skills Development Agency: SSDA)가 2002 . SSDA 가 . SSC 가 , 가 5 . 가 SSC (DfES, 2001). 가 SSC가 (Skills for Business network) 가 가 . SSC . SSC (company limited by guarantee) 가 , 가 (charitable status) 가 가 (< -3> ).<sup>27)</sup> 5 SSC Skillsmart 4 가 , . SSC Skillsmart (British Retail Consortium) 가

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27) 가 가 가

가 , SSC  
(SSDA, 2003).

SSC Lantra .

2 ,

NTO가

가 .

SSC

SSC가

(governance structure)

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가 ).

(Board)

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가

SSC

(Council)



(Sub-sector Group)

(Regional Board)

(Board of Patrons)

SSC

, SSC

가 . SSC

(1)SSC -  
SSC가

(2) - ,

(3) -

(4) - SSC

(5) -  
SSC 가

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 (3) SSC , ,  
 SSC , ,  
 ,  
 가 , ,  
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 가 , , , , 가  
 (SSDA,  
 2003).  
 SSC .  
 (前向)  
 , , , ,  
 , “ ”  
 , ,  
 ,  
 (Kearsey, 2003). SSC가

SSC가  
 가 (< -4> ).<sup>28)</sup> SSC  
 SSC 가 . SSC  
 가 Cogent Skillset 가 .  
 Cogent 250  
 , Skillset  
 ( )  
 가 .  
 SSC .  
 가 가  
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 .<sup>29)</sup>  
 SSC .  
 SSC . ,  
 .  
 가 SSDA가  
 SSC .

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28) SSC < 3> .  
 29)

< -4> SSC , ,

			(2002-2003)
Cogent ( .가 . )	- 對 : - 對 : - 對 : 가	- : - : - :	- £2.5m , 가 £1m SSC -
Lantra ( )	- , , needs -	- : LearnDirect, 가 / LMI 가	- £9.6m (Lantra Awards £1.3m, Ufi £2.3m ) - Ufi 가
Skillfast-UK ( . . )	- . . . - . - , -	- ( mapping 가 - ICT -	- £1m SSDA , NTO ( £ 2.5m ) - SSDA (core funding), (LSC, RDAs ) - ' pay to play '

			(2002-2003)
Skillset ( )	- - - - - - -	- - (Independent Production Training Fund), (Freelance Training Fund), (Skills Investment Fund) (LMI), - 가 - - -	- £4m 25% (Freelance Training Fund), (Skills Investment Fund), / ( ) - 가
Skillsmart ( )	- - -	- / - 가 - - - - - 가 - 가	- £1.1m - RDA, LSC, EC , , - 가

: SSDA(2003).

SSC 1 3,500 ( 2,800 )가 2003~2006 ( NTO 4,500 ; Kearsey, 2003). SSC 3

SSC가

( ). SSC가

(levy)

(4) SSC(Trailblazer SSC) 가

SSC , NTO NTO

(SSDA, 2003).

SSC SSC

, , SSC SSC

2 가

, 5 가

SSC SSC

SSC  
SSC

가 , SSC가

2 ~ 3 가 가

(5) SS C ( SDA )

(Sector Skills Development Agency: SSDA) 2002 7 ,  
, SSC  
. SSDA

SSDA SSC

SSC

SSDA , SSC가

가

SSDA SSC

가

SSC

(Skills Intelligence Gateway)

(Sector Skills Agreement: SSA)

가 (SSA)

SSC가

SSC

SSC가

가

SSC 가  
. 2004 12  
, 가  
2005 .

### 3. (Sector Council: SC)

(1) SC

(Sector Council: SC) (Sector Study) .

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가  
가  
가  
가  
“ ” (HRDC, 1997).<sup>30)</sup>

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30) (Sector Council) 1980  
, (Sector Study)  
(Canadian Occupational Projection System: COPS)  
가  
. Sector Study  
가 가 , Sector  
Study Sector Council  
. Sector Council .

< -5> SC (2003 12 )

Sector Council	
Aboriginal Human Resources Development Council of Canada (AHRDCC)	
Apparel Human Resources Council (AHRC)	
Biotechnology Human Resource Council (BHRC)	
Canadian Apprenticeship Forum (CAF)	
Canadian Aquaculture Industry Alliance (CAIA)	
Canadian Automotive Repair and Service Council (CARS)	
Canadian Aviation Maintenance Council (CAMC)	
Canadian Council for Human Resources in the Environment Industry (CCHREI)	
Canadian Council of Professional Engineers (CCPE)	
Canadian Council of Professional Fish Harvesters (CCPFH)	
Canadian Council of Technicians and Technologists (CCTT)	
Canadian Equipment Industry Training Committee (CEITC)	
Canadian Plastics Sector Council (CPSC)	
Canadian Professional Logistics Institute (CPLI)	
Canadian Steel Trade and Employment Congress (CSTEC)	
Canadian Technology Human Resources Board (CTHRB)	
Canadian Tourism Human Resource Council (CTHRC)	
Canadian Trucking Human Resources Council (CTHRC)	
Construction Sector Council (CSC)	
Cultural Human Resources Council (CHRC)	
Forum for International Trade Training (FITT)	
Horticultural Human Resource Council (HHRC)	
Mining Industry Training and Adjustment Council-Canada (MITAC)	
Motor Carrier Passenger Council of Canada (MCPCC)	
National Seafood Sector Council (NSSC)	
Petroleum Human Resources Council of Canada (PHRCC)	
Installation, Maintenance and Repair Council (IMRS)	
Software Human Resource Council (SHRC)	
Textiles Human Resources Council (THRC)	
Wood Manufacturing Council (WMC)	가

: TASC([www.councils.org](http://www.councils.org)).

(HRDC) , (SC)

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” . , SC

(meso-

corporatism)

(Gunderson and Sharpe,

1998).

2003

30

SC가

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SC

(The Alliance of

Sector Council)

(< -5> ).<sup>31)</sup>

SC

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SC

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SC

가

가

SC가

.<sup>32)</sup>

SC

, SC

31) 30 SC (CAT), (CCPE), (CCTT), (CEITC) 4 TASC ( , 2003).

32) 가 , Sector Council Sector Council

(SC) 가  
 , , ,  
 . (Sectoral Partnership  
 Initiative: SPI) 3  
 (Farah, 1999).

가 , 가

(steering committee)

<sup>33)</sup> SC

가

가

(2) SC

(SC)

SC 가  
 (Gunderson and Sharpe, 1998).

( ), (

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33) Sector Study

가 가  
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(Cutcher-Gershenfeld,

1998).

SC 1/3 <sup>34)</sup>

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(Sector Study) SC

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SC

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가 가

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34) (2003).

(SC)

가 SC , 가

SC , 가 (HRDC)

가 . 가 SC

(1) , (2)

SC (TASC) 1999 SC

SC 가

SC가

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(3) SC , ,

(SC) ,

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on-line off-line , ,

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(< -6>, < -7> ).

(SC) (Sectoral Partnership Initiative: SPI) 1990

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. (HRDC)

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SC가 가

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(Core Funding Agreements),

(Project Contracts), (Other Initiatives)

. 30 SC

6,400 ( 600 )가

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&lt; -6&gt;

SC

Sector Council						/	
			on-line				
AHHRDC		X	X	O	X	X	X
AHRC		X	X	X	X	X	
BHRC		O	O	X	O	X	X
CAF							
CAIA		X	X	O	X	O	X
CARS		O	O	X	O	O	X
CAMC		O	O	O	O	O	O
CCHREI		O	O	O	O	O	O
CCPE							
CCPFH		X	X	X	X	O	X
CCTT							
CEITC							
CPSC		X	X	X	O( )	O	O( )
CPLI		O	O	O	X	O	O
CSTEC		O	O	O	O	X	X
CTHRC		X	X	O	X?	O	O?
CTHRC		O	O	O	O	O	O
CTHRC		O	X	X	O	O	O
CSC		X	X	X	X	O( )	X
CHRC		X	X	O	X	X	X
FITT		O	O	X	O?	O	O
HHRC							
MITAC		O	X	X	O?	X	X
MCPCC		X	X	X	X	O	X
NSSC		O	X	X( )	O	X	X
PHRCC		X	X	X	X	O	O
IMRSC		X	X	X	O( )	O( )	O( )
SHRC		O	O	O	O	O	O
THRC		O	X	O	X	X	X
WMC	가	O	X	X	O	X	X

: (2003).

< -7>

SC

<p>Canadian Professional Logistics Institute (CPLI)</p>	<p>가</p>	<p>- 가 - 가 가 , ( 가 ) -</p>
<p>Software Human Resource Council (SHRC)</p>	<p>(ITP)</p>	<p>- 가 - , , , , (ITP) - ITP - 12 , , 가, 가, IT</p>
<p>Canadian Steel Trade and Employment Congress (CSTEC)</p>	<p>/</p>	<p>- 6 cegeps , - 가 가 - CSTEC 가 - CSTEC 가 - CSTEC</p>
<p>National Seafood Sector Council (NSSC)</p>		<p>- 가 - 가 ) (HRD (NSSC Canada) -</p>

Textiles Human Resources Council (THRC)	(PFPW)	- (1 ) - (PFPW) - Swift Textiles Canada
Mining Industry Training and Adjustment Council-Canada (MITAC)		- , , / - , , - 가
Cultural Human Resources Council (CHRC)		- / - , Tyley Ross CHRC -
Canadian Automotive Repair and Service Council (CARS)	( )	- CARS - 600 - 가 - 가

: The Alliance of Sector Councils.

) 가 .

SC

SC가

SC 3 5

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SC 1 가

2 , SC

<sup>35)</sup>

(HRDC) 2001

가

(4) SC 가

(SC) 가 <sup>36)</sup>

35) SC가

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SC SC ,

SC 4,000

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5 SC ,

SC 가

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가 , SC

(sector study)

SC SC가

가 ,

SC SC 1/4

SC 2008 SC가

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36) SC , , 가 (2003) .

50% (Dick, 2003).

(SC)

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가 , 가 . SC

” SC

(5) SC : (CAMC)<sup>37)</sup>

1)

(Canadian Aviation Maintenance

Council: CAMC)

1991

30

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37) Dick(2003)

가 . 30  
(SC) 가 가

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4. (ITAB)

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(Industry Training Advisory

Body: ITAB)

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(Australian National Training

Authority: ANTA)

ITAB

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(competency-based training) ,

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(Training Package) .

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ITAB

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(National Training Framework

Committee)

<sup>38)</sup>

ITAB

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38) . (1999). 2002 3 74 가  
, 7  
( . , 2002).

< -8> ITAB (2003 6 )

	ITAB	
	Australian Light Manufacturing ITAB (ALMitab)	가 , , ,
	Australian Seafood Industry Council (ASIC)	
	Automotive Training Australian Ltd (ATA)	. .
	Business Services Training Australia (BST)	
	Community Services and Health Training Australia (CS&HT)	, , , ,
	Construction Training Australia (CTA)	,
	Cultural Research Education and Training Enterprise Australia (CREATE Australia)	, TV, , , ,
	Forest and Forest Products Employment Skills Company Ltd (FAFPESC)	, , , , ,
가	Information Technology and Telecommunications ITAB(IT & Titab)	
	Manufacturing, Engineering and Related Services ITAB Ltd (MERSITAB)	, , , ,
	Manufacturing Learning Australia	, , ,
	National Finance ITAB	, , ,
	National Food Industry Training Council Ltd	, , , , ,
	National Mining ITAB	, , , ,
	National Training Advisory Ltd: Local Government ITAB	
	National Utilities and Electrotechnology ITAB Ltd	, 가 ,
	National Wholesale, Retail and Personal Services Industry Training Council (National WRAPS)	, ' ,
	Property Services Training Australia (PSTA)	, , , ,
	Public Safety ITAB	, , , ,
	Rural Training Council of Australia Inc: RTCA	, , , ,
	Sport and Recreation Training Australia Pty Ltd	, , , ,
	Tourism Training Australia (TTA)	, , , ,
	Transport and Distribution Training Australia (TDT Australia)	, . . .
A	Australian Drilling Industry Training Committee Ltd	
N	National Meat Industry Training Advisory Council	
T	National Correctional Services Advisory Committee	
A	Public Service Education and Training Australia	.
	Racing Training Australia	
	National Printing Industry Training Council	.

: ANTA(www.anta.gov.au)

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 . 2003 23 가  
 ITAB 6 ANTA ITAB . ITAB  
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 -8> ).  
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 Skills Council: ISC)  
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39) Australian National Training Authority(ANTA).

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(3) ITA B , ,

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(ANTA)

40) [www.anta.gov.au](http://www.anta.gov.au)

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41) Caven(2003)

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 (National Industry Skills Forum) 29 ITAB  
 10 (Industry Skills Council: ISC)  
 . 가 ,  
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 (ISC)  
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 (multiskilling)  
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 2003 9 ANTA ,  
 2003 12 .<sup>43)</sup>

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42) 가 (National Industry Skills) ,  
 (Industry Skills Councils)

. 1 2003 9 30 (Caven, 2003).

43) Australian National Training Authority(ANTA).

ANTA 가

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(National Industry

Skills Forum)

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ANTA (Ministerial Council)

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44) ,

< -9> (SSC), (SC), (ITAB)

	SSC	SC	ITAB
	-	- Sector Study	-
	-	-	-
	-	-	-
	-	-	-
	-	-	(Industry Skills Council)
	- 2003 SSC 가 8	- 2003 30	- 2003 23 가 ITAB 6 ANTA ITAB
	-	-	-
가	- DfES 가 (5 )	- 가 - SPI	- ANTA가
	- 가	- 가	-
	-	- 가 가	-
	-	- 가	-
	-	가 , 가	-
	- SSDA가 SSC 가 . .	- SC TASC	- ANTA가

: SSDA, HRDC, ANTA.

(Sector Skills Council: SSC)  
(Sector Council: SC),  
Trainings Advisory Board: ITAB;  
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(Industry  
(ISC)

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(< -9> ).

(SC)

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(ANTA)

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SSDA가

SSC가 가 , SSC

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<sup>45)</sup>

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Partnership Initiative: SPI)  
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<sup>46)</sup>

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46)

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(2003a).

(Crouch et al, 1999).

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가 가 , , 가 ,  
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가 ( , 1998, 1999).

가 1990

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가 가  
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가 <sup>48)</sup> , 가

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48) . (2001)

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( , 2002).

(2)

가

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32

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1998

· 1998 6,316 66.3%  
 4,187 가 ‘ ; ‘  
 ’( ),  
 , 가 2,042  
 .  
 가 1,930 가  
 , (1,831 ),  
 (1385 ) 3  
 5,146 81.5%

< -1> (1998 )

	80	81 91	92	93	94	95	96	97	98	
· 가	517	917	56	55	52	39	11	15	7	1,385
	0	3	0	0	1	0	0	1	0	3
	37	84	4	18	0	0	0	0	0	119
	470	1,069	110	59	25	111	44	12	12	1,515
	165	251	5	5	15	17	2	0	0	415
	87	106	24	9	3	0	4	0	0	184
	32	70	1	1	3	2	5	1	1	100
	260	522	19	28	18	14	230	1	1	764
	22	5	0	0	0	0	0	0	0	26
	189	143	4	6	15	11	0	0	0	324
	252	1,259	29	67	12	24	3	0	1	1,481
	2,031	3,072	252	248	144	218	299	30	22	6,316

: 「 , 1999.

< -2> . . (1998 )  
:

.가	489	597	284	15	969	416	284	1,101	1,385
	2	0	1	0	3	0	3	0	3
	0	96	21	2	117	2	20	99	119
	228	598	627	62	1,417	96	94	1,421	1,515
	0	363	52	0	400	15	9	406	415
	0	140	43	1	184	0	40	144	184
	0	38	62	0	99	0	20	80	100
	25	400	334	5	750	14	116	648	764
	0	24	2	0	26	0	2	24	26
	0	311	13	0	154	170	9	315	324
2	874	603	2	1,176	305	63	1,418	1,481	
	746	3,441	2,042	87	5,295	1,018	660	5,656	6,316

: 「, 1999.

< -3> . . (1998 )  
:

	10	11	51	101	501	1000	
		50	100	500	1000		
.가	213	690	229	197	21	35	1,385
	0	3	0	0	0	0	3
	3	22	12	53	15	14	119
	34	618	328	418	49	68	1,515
	2	53	91	171	36	62	415
	16	46	31	53	14	24	184
	25	51	7	13	2	2	100
	98	299	97	195	41	34	764
	0	1	1	4	5	15	26
	21	108	73	84	19	19	324
200	526	188	396	95	76	1,481	
	612	2,417	1,057	1,584	297	349	6,316

: 「, 1999.

11 50 가 가

100 , 101 500 , 51 100  
65% ,  
가 .<sup>50)</sup>

(3)

,  
( ), , ( ),  
( ), ( )  
. ,  
,  
, ,  
가  
.

1) ( )

가 가 ( , 2003; ,  
2003a).

50) 가 가 , 가 .



13

4,000

< -4 >

가

4

2) ( )

가 ,

1 )

漢城商業會議所

1946 가

, 1952

, 2001).

2003 7 65

, 74

65

3

5,000

< -5 >

1884			
1895.11.10		( 17 )	
1915.7.14		( 4 )	
1946.5.19			
1948.7.23			
1952.12.20		( 274 )	
1953.10.31		24	가
1954	38		
1984.10.31		100	
	65		

:

1994

8

2002

4,440

8

2001

, 1999

가

가

1999

2003

가 가

가

2003

가



, 1964 , 1968

30 ,

4 · 19

1960

가

가

가 . 5 · 16

가 ( , 2001).

380

65 ,

15

2002

200

”

< -7> (2003 9 )

358	61	2	421

: .

< -8> (2003 9 )

	27		2
	1		2
	52		14
	29	가	9
	11		194
	5		5

: .

51)

### 3.

(1)

51) (2001) 1980 , 1990

가 .

가

52)

1987

가

가 ‘ 1987 가 ( , 2003; , 2003).

1990

1987 가 , 가

( , 2003)

52)

가, 1980

가

1961

(2003)

가

가

”

(2)

( ) ( )

1995

, 1946

1954

, 1961 5.16

,

,

,

,

가

1980

,

,

2002 12

3,374 , 94 774 , 27 ,

16 , 52

,

,

,

,

,

6

,

,

	157	16,199	16,542	32,741
	16	6,809	121	6,930
	1	15,379	1,362	16,741
	32	16,362	6,088	22,450
	31	15,316	3,504	18,820
	59	60,012	50	60,062
	30	79,679	35,908	115,587
	1	5,196	812	6,008
	521	93,456	22,661	116,117
	458	89,060	26,643	115,703
	57	3,630	1,979	5,609
	483	83,288	214	83,502
	385	46,444	6,995	53,439
	85	7,890	5,260	13,150
	1	20,562	5,509	26,071
	938	105,419	796	106,215
	14	5,300	1,300	6,600
	5	8,617	1,011	9,628
	35	11,834	3,846	15,680
	5	3,443	113	3,556
	16	6,241	2,944	9,185
	19	16,541	752	17,293
	4	1,810	3,800	5,610
	16	1,910	485	2,395
	1	9,627	8,710	18,337
	64	12,848	7,998	20,846
	2	1,345	807	2,152
	3,374	774,452	166,322	940,774

1987  
 . 1990  
 ( ), 가1993  
 ( ), 1994  
 1995 , .  
 , 1987  
 ,  
 ,  
 ( , 2003).  
 1990  
 ( , 2003).  
 2002 12 899  
 , 가 25 . 59 4,000  
 , 25 5,000 .  
 가  
 , 27%가 .  
 25 ,  
 1,051 25 5,000 .

< -10> (2002 12 )

/		899 /593,881
		215 /190,102
		684 /403,779
/		25 /254,868

: .

< -11> (2002 12 )

	2002 6		2002 12		
	( )	( )	( )	( )	(%)
	973	602,339	899	593,881	100.0
	85	25,585	75	14,134	2.4
	144	100,232	159	101,869	17.2
	84	161,603	87	161,687	27.2
	1	8,259	1	8,000	1.3
	68	13,549	68	13,549	2.3
	1	1,055	1	1,654	0.3
	153	20,778	86	21,143	3.6
	14	41,046	12	41,382	7.0
	136	70,735	137	69,862	11.8
	30	1,377	29	1,355	0.2
	24	18,046	24	18,666	3.1
	1	850	1	850	0.1
	1	90,459	1	93,378	15.7
	4	3,909	5	3,800	0.6
	129	28,710	128	28,415	4.8
	7	2,484	7	1,522	0.3
	91	13,662	78	12,615	2.1

: 1) 가

2) 1 (

).

3)

&lt; -12&gt;

(2002 12 )

		( )	( )
		6	750
		6	570
		37	3,846
		17	937
		44	753
		7	1,357
		34	1,391
		164	35,514
		95	8,000
		20	1,654
		151	38,782
		77	9,466
		2	400
		9	3,030
		14	8,732
		19	564
		14	6,170
		87	6,954
		68	15,178
		2	850
		16	93,378
		127	10,921
가		6	1,250
		1	870
		28	3,551
	25	1,051	254,868

:

&lt; -13&gt;

< -13>

	/ , / ,	/ , / ,
	,	
	,	, (80 ~ 90%)
	--	( )
	,	,
	1987	1987

: . (2003).

가 ,  
가 . 1995  
120 2001  
90 ,  
40 60

1980 ~ 90

가

가

16 1996 23 2001 1987 39

< -14 >

1995.12	20	5,874	1,208,05	60,403	206	6	862	418,154		485
1996.12	20	5,616	1,159,90	57,995	207	6	626	479,218		579
1997.12	22	3,216	1,015,76	46,171	316	20	1,147	525,325	26,266	458
1998.12	24	4,185	886,69	36,946	212	17	1,283	535,203	31,483	417
1999.12	27	4,501	888,50	32,908	197	16	1,256	564,774	35,298	450
2000.12	28	3,754	872,11	31,147	232	15	1,362	614,951	40,997	452
2001.12	28	3,940	877,82	31,351	223	14	1,513	643,506	15,965	425

: (2003).

: 1) 1999

2) 1995 ~ 98, 1995. 11, 1996. 11, 1997. 5, 1998. 4

가

가

가 1999

( ),

2007

900

6 7

4,500

23

가

가

가

가

가

(3)

54)  
 ,  
 ,  
 ,  
 ,  
 ,  
 가  
 , 1 100 (1996 6 )  
 2000 200  
 200 2002  
 800 ( , 2003).

< -15>

				2001
		1		
	949	0.2	410	985,120
	590	0.5	435	2,649,256

: (2002); (2003)

54) 「 (2003) 2001 49  
 47.5% , 3.2%  
 . 100 66%  
 8%

가

2001 ( )  
 30 5,000 , 18 6,400  
 ( ,  
 2002).<sup>55)</sup> 1  
 50 ,  
 20 .  
 ( ,  
 2002).  
 ( ) ,  
 ,

< -16 >

: , %

	90,430( 3.7)	75,776( 4.1)	25,200( 0.8)	25,200( 0.8)
	-	-	1,248,400(39.2)	1,248,488(40.9)
	1,190,700(48.7)	935,550(50.2)	1,014,747(31.9)	960,972(31.5)
	839,500(34.3)	738,610(39.6)	686,825(21.6)	591,876(19.4)
	323,522(13.3)	114,706( 6.1)	207,982( 6.5)	224,031( 7.4)
	2,444,152(100.0)	1,864,642(100.0)	3,183,154(100.0)	3,050,567(100.0)

: (2002).

: ( )

55)

가

1998 1

가 . (2002).

가

가 25.8% 가 ,  
 14.8%, 12.2%, 10.7%,  
 9.0%, 8.5% .  
 가 37.7% 가 ,  
 14.6%, 12.2%, 8.1%,  
 5.9%, 5.7%, 4.3%

10 가

( )

가 ( , 2002).

< -17>

(2001 )

817	759	977	867	1,296	10,013

: (2002); (2003)

( )

가

가

가 , 가

가 ,

( .

, 2003; . , 2003).

4.

150

83

152

( 47 , 19 ,

17 ).

가 가 27.5%가

, 56.3%가

가

(15.0%), 가

(63.8%)

< -18>

: %

	가	가			
	21.7	63.0	10.9	4.4	100.0
	35.3	52.9	11.8	0.0	100.0
	35.3	41.2	17.7	5.9	100.0
	27.5	56.3	12.5	3.8	100.0

: (2003).

: , , , , ;

, , , , ;

, , , .

< -19>

가

: %

			,	,	
	17.4	65.2	10.9	6.5	100.0
	17.7	58.8	23.5	0.0	100.0
	5.9	64.7	23.5	5.9	100.0
	15.0	63.8	16.3	5.0	100.0

: (2003).

, ,

.

(2002)

가  
 가  
 79.0% 가  
 가 가  
 가  
 가 27.6%  
 가

< -20>

가

: %

	17.4	56.5	21.7	4.4	100.0
	27.8	55.6	11.1	5.6	100.0
	41.2	47.1	5.9	5.9	100.0
	24.7	54.3	16.1	4.9	100.0

: (2003).

< -21>

가

: %

	0.0	17.8	37.8	44.4	100.0
	5.6	44.4	38.9	11.1	100.0
	0.0	29.4	29.4	41.2	100.0
	1.3	26.3	36.3	36.3	100.0

: (2003).

< -22>

가

: %

	0.0	19.3	47.0	33.7
	1.2	20.5	56.6	21.7
	6.0	41.0	43.4	9.6
	8.4	33.7	47.0	10.8

: (2003).

, 45% 가 5 ,

80.7%, 78.3% (< -22> ).

가

79.2%가 ,

69.6%,

77.8%,

94.1%

< -23>

: %

	23.9	45.7	28.3	2.2	100.0
	16.7	61.1	16.7	5.6	100.0
	58.8	35.3	5.9	0.0	100.0
	29.6	46.9	21.0	2.5	100.0

: (2003).

가 ,

가 21.3%, 가  
45.0% 66.3%가

25%,

8.8%

가

76.5%,  
88.3%가

45%

가

< -24>

: %

	15.2	39.1	34.8	10.9	100.0
	11.8	64.7	11.8	11.8	100.0
	47.1	41.2	11.8	0.0	100.0
	21.3	45.0	25.0	8.8	100.0

: (2003).

(2002)

(2002)

가

가

45%

31

가 2

가 가

가

가

가

(30.6%) 가

< -25> 가

: , %

	7 (6.4)	2 (6.5)	9 (6.4)
	37 (33.9)	17 (54.8)	54 (38.6)
	49 (45.0)	10 (32.3)	59 (42.1)
	15 (13.8)	1 (3.2)	16 (11.4)
	1 (0.9)	1 (3.2)	2 (1.4)
	109 (100.0)	31 (100.0)	140 (100.0)

: (2002).

< -26>

: , %

	6 (13.6)	6 (33.3)	12 (19.4)
	14 (31.8)	2 (11.1)	16 (25.8)
	16 (36.4)	3 (16.7)	19 (30.6)
	6 (13.6)	6 (33.3)	12 (19.4)
	2 (4.5)	1 (5.6)	3 (4.8)
	44 (100.0)	18 (100.0)	62 (100.0)

: (2002).

'(33.3%) , '

'(33.3%) .

가 가 ,

가 35.5%

가 , 가

< -27> 가 가 : , %

	가		가	
	27	35.5	9	12.2
	15	19.7	18	24.3
가	11	14.5	20	27.0
	4	5.3	17	23.0
	1	1.3	-	-
	18	23.7	10	13.5

: (2003).

< -28> . . : , %

			,	
	6	7.7	4	5.0
,	30	38.5	17	21.3
,	35	44.9	46	57.5
	7	9.0	13	16.3

: (2003).

24.3% 가 .

가

가

가  
 ,  
 가  
 ,  
 1 가 60% 가 가  
 ,  
 , 2  
 가

< -29>

	1		2 ( :3)	
	49	59.8	13	16.5
	5	6.1	9	11.4
	11	13.4	15	19.0
	14	17.1	28	35.4
	3	3.7	14	17.7

: (2003).

< -30>

: , %

	45	56.3	9	11.7
	11	13.8	16	20.8
	8	10.0	12	15.6
	1	1.3	7	9.1
	4	5.0	12	15.6
	5	6.3	6	7.8
	2	2.5	4	5.2
	3	3.8	8	10.4
	1	1.3	3	3.9

: (2003).

가 가 (56.3%) ,  
 (13.8%) .  
 가 (20.8%) 가 ,  
 (15.6%)  
 가 ,

2002 / ,  
 / , IT ( ) 3 100  
 1 625

.<sup>56)</sup>

30%가

90%가

가 (< -31> ).

< -31>

: , %

						/	/	IT
	0.8	0.6	1.0	1.6	0.0	0.5	2.2	0.0
	9.3	10.2	8.4	10.6	9.9	5.3	12.9	9.9
	58.2	59.6	56.9	59.3	59.7	58.0	56.5	59.9
	29.8	27.4	32.2	23.6	29.8	35.3	26.3	27.6
	1.9	2.2	1.6	4.9	0.5	1.0	2.2	2.6
	625	314	311	123	191	207	186	232

: (2002).

56)

( , 2001).

< -32>

: %

				/	/	IT
	19.2	22.0	18.3	19.3	18.3	19.8
	24.3	22.0	25.7	27.5	23.7	22.0
	8.6	12.2	8.4	7.2	9.7	9.1
	5.0	5.7	5.2	5.8	2.7	6.0
.	29.1	23.6	29.8	24.6	33.9	29.3
.	11.8	9.8	12.0	14.5	9.7	11.2
	1.9	4.9	0.5	1.0	2.2	2.6
	100.0	100.0	100.0	100.0	100.0	100.0

: (2002).

,  
 , ' ,  
 가  
 . /  
 가  
 가  
 .  
 가  
 . 29.1% 가  
 (24.3%),  
 (19.2%)

(< -42> ).

,

,

,

가

.

5. -

가 ( ,

1999; , 1999, 1998).

가

가

.

가

.

90

가

.

가

.

,

,

가

,  
57)

90

,

가 ,

, 1987

,

(2003)

,

' 80

,

,

가

58)

가

가  
가

---

58)

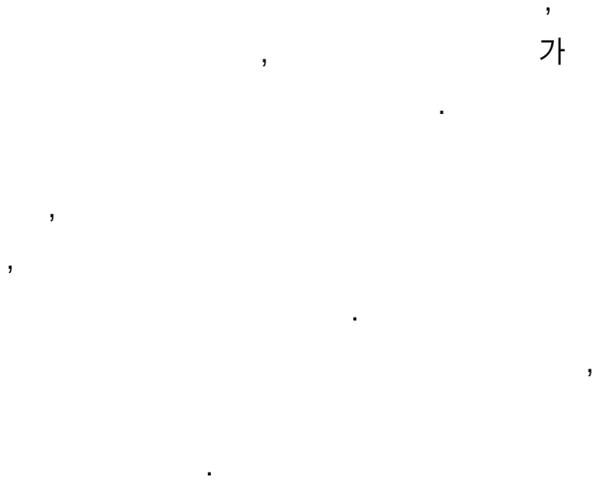
(2003),

(2003),

(2003).



1.



2.

가

< -1> .

가 3 , 가

, , . , .

가 가 .

< -1>

		, 3 , . . 3
		,
	가	10 21 , 33

: , .

가 , 가 ( , 2003b; , 2003; , 2003; , 2003).<sup>59)</sup>

가 , 가

가 / 가

---

59) 가 ( , 2003). 가 , 2003).

가 ( , 2003). 가 1998 99 (

가 , 가

가 ,

가

( , 2003), 가

가

가

가

가

가

가 ( , 2003; , 2003; ,  
2003; , 2000). (2000)

,  
가 ,  
,  
가 .

,  
.  
, . .

,  
,  
가 가  
가 .  
가

, 가 , 가 .<sup>60)</sup>

,  
.  
,

---

60) 가  
(2000).

61)

가 '(developmental state) 가

, 가

, ' 가 '(2001),

'(2002)

, .

3. .

,

1998

,

1999 5

.

1

, ,

20

,

,

1997 가

.

61) 2002  
2003

(RHRD) ,  
가 가

, 80  
 1993·94 , 1996  
 ,  
 , , 가  
 ( , 2003; · , 2003; , 2002a).

·  
 가  
 ( , 2003).  
 가

·  
 ,  
 ,  
 ·  
 가 ( · , 2003).

,  
 ,  
 ,  
 ,  
 ,

( , 2003).<sup>62)</sup>

가 ( , 2002).

19

< -2>

	248	39		
	16	11	*, (5):	( )
	232	13		( )
		15		( )

62) 2003 9 가 T/F 가 ( , 2003).

가  
 가  
 2  
 가  
 ( , 2003).

2002  
 72 310  
 358 77  
 105 7 8,000  
 ( , 2003).

가 (2003)  
 “  
 ( )  
 가  
 ”

&lt; -3&gt;

	'	2000.2.14/	
	'	5	
	5 , 1		
	'	2001.5. 22/	
	'	2	
	5 , 2		
	'	2000.6. 26/	
	'	5	
	2 , 1		
	'	2000.6. 22/	
	'	6	
	3 , 1		
	'	2000.5. 18/	
	'	5	
	4 , 1		
	'	1999.12. 31/	
	'	7	
	4		
	'	2001.7. 01/	
	'	3	
	5 , 1		
	'	2000.5. 18/	
	4 , 1 , 3	5	
	5		
	'	2000.11. 25/	
	'		
	3		

: (2003).

< -4>

( )

( . )	( )		, ,
( . )			,
	5	5	(2 ) (1 )
	6		
			, ,
	1 2	1 2	
	2-3 1 1-2	1	
I ( . )	-	-	-
II ( )			, ,

: (2003),

:

,

.

.

가

9 ( )

< -4 >

4.

Acemoglu and Pischke(1999, 1998)

63)

가

(externality)

가

가

63)

( )

( )

가

1 (47%)

가

(2003)

(1)

가  
 1967  
 1987  
 가  
 ( )  
 ),  
 가 5  
 가

가

가

가

, 3D

가

가

.64)

가

가 .65)

64)

65)

1 6,000

(30%) 가

9 (29%),

가

< -5>

		1998 ~ 2003.2	1	1,708		, , , , , , 가 , ,
		1998 ~ 2003.2	1 ~ 5	605		, ( , )
		1998 ~ 2003.2	1	1,958		, , , , ( , )
			3 ~ 5	13,467		
		1998 ~ 2002	6	532		, ,
				969		가 , IBS CAD , ,

: , 2003.

,  
가 ,

.

66)

(2)

, 2001

OECD 가 10 49

23%

2002

3.6%

(OECD,

2003; , 「2003

」).

OECD

50%

90%

(OJT)

66)

가

( , 2002).

< -6>

(1999 )

: %

	10 ~ 49	>1000	
	24	43	31
	20	66	41
	24	55	42
	48	56	53
	38	62	50
	23	62	46
	25	38	32
	3	33	15
가	7	26	12
	28	52	41
	11	52	26
	19	59	36
	36	42	41
	8	46	16
	4	43	17
	10	46	25
	51	68	61
	35	52	49
	23	50	35
	3.6	91.7	27.2

: OECD(2003).

(low-skill equilibrium)

가 ,

가

가

가

1999 IBRD

2001 7

6

가 2003 6

, KT 13

2003

7 가 , 2004

30 <sup>67)</sup>

(

, , ), (

), - ( ,

) 3

67)

80 90%

2

(50%)

10

가

가 . ,  
 - ,  
 ,  
 .<sup>68)</sup>

가 ( , 2002).  
 가

가 .  
 .<sup>69)</sup>

---

68) 가 - , 1  
 가 , 가

69) 가 가



8

가

72)

, 가

가 .

가

72)

2003

가

가

73)

(3)

가 140 가  
80 , . 5 6

73) 가



2001 가 , 2003 1

74)

< -7>

2000. 2. 23.	( )
2000. 4 11.	
2000. 4.24.	( )
2000. 7.3 6. 13	( ) 가
2000. 9.	
2000. 11.9.	
2001. 3 .	

74) 가 가

가

< -8> . (2003 )

	1	2	2003		1 , 가 6
	45	20	19	84	
:	1	2	,	45 ,	
2					

< -9>

	2001	800( )
		1,400( )
	2003	5
		가
	2	,

가 , .

. 1  
, 2  
2

. , 2

가 .

가

가

75)

5. -

가 , 가 가  
가



가

77)

가

( , 2001).

가

78)

77)

가  
가

가

가

가

79)

가

78) Warmerdam and Tillaart(997)

가

가

가

가

79)

가

, 1999.



1.

(1)

(collective goods)

가

SSC  
SSC

(Trailblazer phase)



,  
,

,  
가

(2)

가

,  
, NTO

가

가

가

Sectoral

Partnership Initiative(SPI)

(Steering Committee)

(Sector Study)

(Sector Council)

가

(1)

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가

가

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1	
	(Steering Committee) 가
	(Sector Study) 가

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 가 가 .  
 가 . < -1>  
 SSDA,  
 ANTA, SNZ .<sup>80)</sup>  
 가 가  
 ,<sup>81)</sup>  
 가

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80) Skill New Zealand(SNZ) Education Amendment Act (1990)

가 , , .  
 . 1999 (Labour-Alliance)  
 , Education (Tertiary Reform)  
 Amendment Act 2002 Transition Tertiary Education Commission  
 2003 The Tertiary Education  
 Commission(TEC) . ITF(2003)  
 2003 TEC가 Industry  
 Training Organization(ITO) SNZ . ITO  
 ITAB , ITAB ,  
 가 . ITO SNZ ,  
 2002 46 가 . SNZ ITO Industry  
 Training Act . < 5> . ITO  
 Industry Training Organization Federation(ITF)

81) Sector Council Sector  
 Council 가  
 (HRDC) 가

< -1> 가

			1)
Sector Skills Development Agency	Australian National Training Authority	Skill New Zealand	
	ANTA Act(1992)	Industry Training Act (1992)	
(non-government public body)	(statutory authority)	(crown agency)	
SSC 가 SSC SSC	가 가 가 (NTF) ITAB( ISC) 가 ITAB( ISC)	ITO 가 ITO 가 ITF	

: SSDA homepage(2003); ANTA homepage(2003); SNZ Annual Report (2002).

: 1) SNZ 2003 TEC .

(The Alliance of Sector Council)

< -1>

SSDA  
SSC , ANTA  
가 ,

가 .  
ITO ITO ,  
, ,  
. SSDA 가  
SSC가  
. ANTA  
SNZ .  
가  
, ANTA가 82)  
( ,  
ANTA Act), ( ,  
, Education Amendment Act) ,  
.  
가 .  
. 가 .  
. 가 .  
. 가 .

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82) Qualifications and Curriculum Authority(QCA)가,  
New Zealand Qualifications Authority(NZQA)가  
ANTA

가

84)

가

SSDA 가 SSC 가 (SSDA,

83)

ITF(2003) SNZ 1990 Education and Training Support Agency(ETSA) ITO 1998 ETSA가 SNZ 2000 SNZ가 TEC TEC가

84)

ITO SSDA (Cross-Sector Strategy) SSDA가 IT 가 Golden Treads 가 SSDA SSC (Cross-Sector Board)가 SSDA, 2003.

2003). 2002 SSDA가  
 , , SSC SSC  
 가 .  
 SSDA가 SSC  
 ,  
 , SSC ,

(2)

가  
 , , .  
 , .  
 ,  
 (core funding, ), (  
 ) .  
 가  
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 ,  
 SSDA .

85)

3 5

5 SSC 가

3

SPI 2, 3 3~5

가

가

가

SPI 5

2001

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85)

가

가

SSC

가 .  
1990

86)

87)

가 .

3  
가 , 가

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86) 90  
“ 가 ITO , 가 .”(ITF, 2003)

87) 1990 ETSA ITO  
ITDF(Industry Training Development Fund) , ITO  
가 . ITF(2003).

0.1 0.7%

88)

가

가

89)

88)

가

가

가

OECD 가 , . 가

( )가

(Ok and Tergeist, 2003,

Warmerdam and Tillaart, 1997).

“

가

...)”(OECD, 2003).

(

89)

3.

(1)

가 가 .

(commonality of interests) (economy of scale)

( ) .

가

가

가

가

.<sup>90)</sup>

가 가 가

가 가 가

가

가 SSC

NTO

SSC

<sup>91)</sup>

50 SSC 가  
(SSDA, 2003).

ANTA

ITAB

29 ITAB 10 (Industry Skills

90)

(SSDA, 2003).

NTO

SSC 가  
SSC

(Supply Chain)

(Umbrella model)

가

가

SSDA(2003).

가가

91)

가

. SSDA(2003).

Councils)

(Caven, 2003).  
가

(< -2> ).

가

가

(HRDC, 2003)

2002

25%

2008

50%

5

50

가

가

< -2> SSC ISC

	( : SSC)	( : ISC)
SEMTA	, ,	Manufacturing
Cogent	가 ,	
Skillfast-UK	, ,	
Proskills		
Food and Drink		Agri-Food
Construction Skills		Construction and Property Service
e-skills UK		
Skillset		
Lantra	,	
Skillsmart		
Automotive Skills	, ,	
Energe and Utility Skills		Energy and Connectivity
GoSkills		
Financial Services		
Hospitality, Leisure and Tourism	, ,	
Justice	, , , ,	
Skills for Logistics	, , ,	Transport and Logistics
SkillsactiveUK	,	
Skills for Health		
SummitSkills	, , , ,	
	* 2003. 12	Services
		Resources and Infrastructure
		Human Services
		Government
		Innovation and Business Development

: 2003 가 Creative and Cultural Industries( ), Facilities Management( ), Lifelong Learning Sector(16 ), Rail Industry( ), Social Care sector( ). Kearsy(2003).

· ,  
· ,  
· <sup>92)</sup>  
· ,  
· (Gunderson  
and Sharpe, 1998), 가  
·  
· (1) 가 , (2)  
· , (3)  
(fine-tuning) ·  
· 가 , 가  
·  
· 가  
·  
· (1) ( )  
· 가 · , (2)  
· · , (3)

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92) 가 SSC 가 SSC 가  
· SSDA, 2003.

< -2>

가

, GDP

舟

舟

가  
가

가

가

SSC 가  
(SSDA, 2003),

ITAB

(Caven, 2003).

, .

가

가

,

SSDA가

가

가

가

가

.<sup>93)</sup>

,

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가

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93)

가

가

가

가

20 , ISC가 10 가 , SSC가 20

가 , 가

가 ,

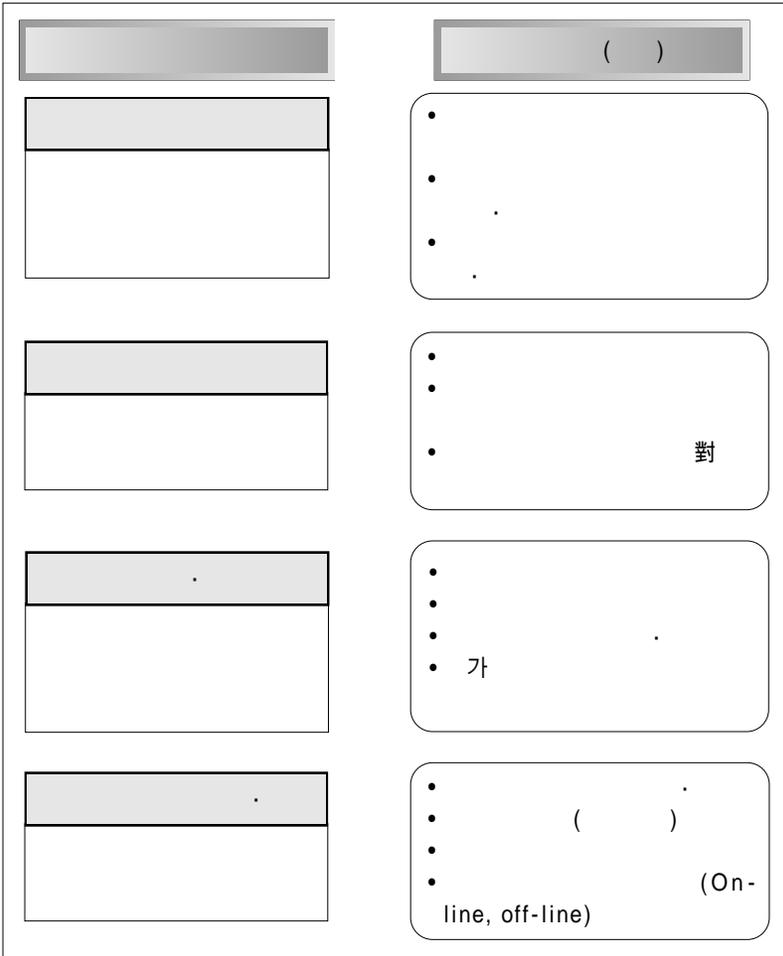
division)

(sub-sector

(2)

가

< -3>



가

.

가

가

.

가



(2003)

94)

가 가  
 (13.8%) (56.3%)  
 (15.6%), (10.4%)  
 (11.7%), (10.0%)  
 (20.8%),  
 (15.6%),  
 . < -30>

( < -3> ). , ,  
가

가

가

가

가

가

가

가

가 . 가

가

<sup>95)</sup>

, ( ),

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가

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(outsourcing)

<sup>96)</sup>

,

가

가

가

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95)

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96)

Sector Council 가  
(Canadian Aviation Maintenance Council: CAMC)

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가 .<sup>97)</sup>

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가  
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가

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가

가 對

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97) SSC  
, 가  
(SSDA, 2003).

Skillset

,

,

가

98)

가

,

가

가

98)

가

( , 2002).

가

가 .<sup>99)</sup>

, 가

가

가

, 가

가

가

가

가

가

가

가

99) (CAMC) technician) maintenance technician 16

, (aircraft aircraft structures technician, aircraft , CAMC

가

가 가

가

가

100)

가

가 101)

가

100)

가

Sector Council 1/3  
ITAB

101)

가

가 .<sup>102)</sup> ,

가

off-line , on-line  
가 . ,  
가

4.

(1)

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102)

on-line Sector Council , Skillsmart , 1/3 on-line SSC Lantra

가 . ,

가 . ,

가 .

가 .

가 ,

'(deadweight loss) 가 .

가 .

가 .

가 .

ITAB ,

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 가  
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 2002 70% , 4  
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 가 가 .

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가 가 ,  
가 ,<sup>103)</sup>

가

·<sup>104)</sup>

(2003)  
70% 가 가 가

103) (2003) 가 2000  
56.5% 2002 41.5%  
104) 2001  
, 2003  
(  
) . 2001 ( )  
(2002a) .

가 , , 가  
 ,  
 ,  
 12% 가  
 ,  
 가 ( ,  
 2003).

( , 2003)

가 가

(2)

(1) , (2) , (3)  
, (4) , (5) . , (6)

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가

<sup>105)</sup>

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가

SSDA(2003)

NTO

SSC

SSC

5

SSC 3 SSC

(Chief Executives)

가

105)

SSDA(2003) SSC가 , (1)  
(single unity), (2) (umbrella model), (3) (federal  
model) 가

가

가

가

가

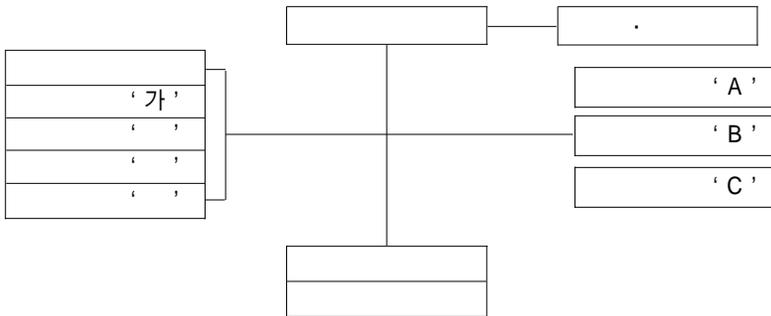
(SSDA, 2003).

106)

(Corporatist)

< -4>

( )



106)

SSDA(2003)

(exciting),  
(audience-specific),  
(two vocabularies)

가

( , 2003),

(Atkinson and Pervin, 1997).

( , 2003).

( , 2003).

( , 2003)

가

가 .<sup>107)</sup> 가  
(Canadian Labour Force  
Development Board)가 ,

가 .<sup>108)</sup>  
가

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107)

가

Sutherland and Rainbird(2000).

108)

(Canadian Labour Force Development  
Board:CLFDB) 1990

(advisory)

. LFDB - -

1990

CLFDB ,

7

LFDB, 90

LFDB가 1990

CLFDB

CLFDB 1999

. LFDB

가

가

(Sharpe and Haddow, 1997). ,

CLFDB

LFDB

(Peck and Rutherford, 1997).

LFDB가

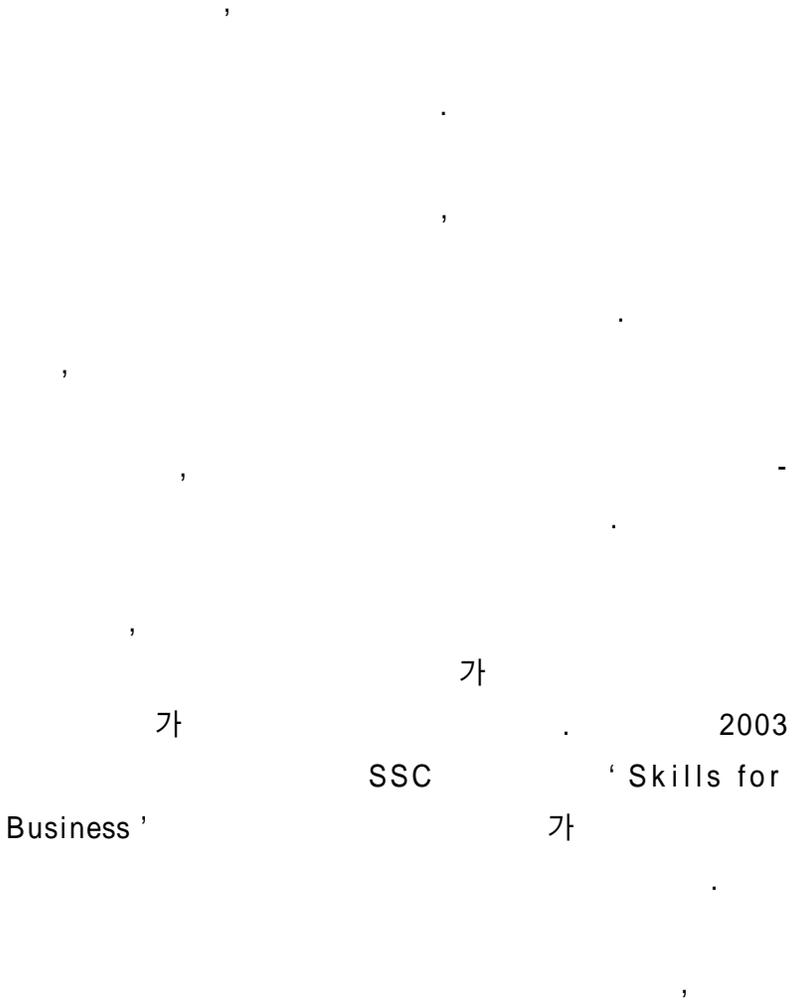
LFDB가 1990

1999

CLFDB가

. CLFDB

Sharpe and Haddow(1997)



(SSDA, 2003).

가

5.

가

가

가

가

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(2003 ), (2003  
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2003

.<sup>109)</sup>  
2003

12 ( )

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109) 1986

1999

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(4 ) ,

(2 ) ,

(6 ) ,

(3 ) ,

(7 ) ,

가,

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가 .<sup>110)</sup>

2003 11

가 ,

가 .<sup>111)</sup>

, 2003 11

가

.<sup>112)</sup>

가

21

110)

1980 90

1999

111) 2003 11

가 ,

2003





가

가

115)

가

116)

가

DfES 2003 가 (21st Century Skills; Realizing Our Potential)

汎

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114) MINCO (MCEETYA) ANTA MINCO MINCO MCEETYA (2002).

115) / 가

SSDA (From Information to Intelligence) SSDA(2003).

116) (2002), (1999)

(Skills Alliance) ,  
(RDA), LSC, (SBS) SSC가  
(FRESA; The Frameworks for Regional  
Employment and Skills Action)

(DfES, 2003). SSC가  
(Sector Skills Agreement)

<sup>117)</sup>

NTO, ITAB NVQ,  
가 (Training Package)  
가  
가

가

<sup>118)</sup>

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117) Sector Skills Agreement SSC가

SSC  
Kearsey(2003)

118) 2003 11

가

, 가

가 가

가

가

가

가

QCA,

ANTA

가

<sup>119)</sup>

가

Sector

119)

가

(BIBB)가

가 ( , 2003).  
가 BIBB

가

Council

ANTA

ANTA Act

ITAB

(Industry Training Act, 1992 )

ITO

가

ITO

(< 5> ).

· (2002), 「 :  
· J, ·  
(2003), 「 J, ·  
(2002), 「 J,  
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(2000), 「 J,  
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(1999), “ :  
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(1998), “ ” 「  
J(32 4 ).  
(2002), “  
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(2003), 「 J,  
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(2003), “ 가 ”,  
(2003b).  
(2003), “ ”,  
(2003b).  
(2002), 「 J,  
(2003a), 「 J,

(2003b), 「  
(1999), 「  
(2003), “ 가 가”,  
Opinion Leaders` Digest No. 231.  
(2003), 「  
(2003), “ ”,  
(2003b).  
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 (2002a), 1,  
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< 1>

< 2>

< 3> SSC

< 4> , ,

< 5> (Industry Training Act) ITO

< 6> SSC

&lt; 1 &gt;

	1994	2001		1994	2001	
15	0.121	0.218	0.096	0.057	0.102	0.045
16	0.052	0.269	0.217	0.055	0.136	0.080
17	0.068	0.086	0.019	0.047	0.082	0.035
18	0.052	0.129	0.077	0.030	0.066	0.036
19	0.058	0.088	0.029	0.032	0.073	0.041
20	0.077	0.134	0.056	0.059	0.076	0.017
21	0.118	0.171	0.053	0.044	0.101	0.057
22	0.317	0.401	0.085	0.086	0.103	0.017
23	0.300	0.269	-0.030	0.097	0.220	0.122
24	0.205	0.284	0.079	0.072	0.123	0.051
25	0.110	0.163	0.053	0.068	0.105	0.037
26	0.120	0.141	0.021	0.069	0.098	0.030
27	0.127	0.163	0.036	0.072	0.100	0.027
28	0.093	0.116	0.023	0.070	0.105	0.035
29	0.157	0.209	0.053	0.088	0.146	0.058
30	0.178	0.279	0.101	0.081	0.190	0.109
31	0.118	0.168	0.050	0.087	0.122	0.035
32	0.120	0.195	0.075	0.067	0.117	0.050
33	0.173	0.297	0.124	0.087	0.143	0.056
34	0.182	0.148	-0.034	0.051	0.076	0.026
35	0.168	0.201	0.033	0.060	0.147	0.087
36	0.078	0.202	0.124	0.060	0.082	0.022
37	0.132	0.118	-0.013	0.037	0.121	0.084
C	0.052	0.087	0.035	0.042	0.050	0.007
E	0.310	0.391	0.081	0.102	0.141	0.039
F	0.344	0.499	0.155	0.158	0.180	0.022
G	0.185	0.326	0.141	0.090	0.132	0.041
H	0.087	0.177	0.090	0.246	0.368	0.123
I	0.064	0.095	0.030	0.043	0.050	0.007
J	0.232	0.399	0.167	0.112	0.140	0.028
K	0.318	0.465	0.148	0.065	0.126	0.061
L	0.241	0.289	0.048	0.075	0.151	0.075
M	0.358	0.591	0.234	0.104	0.162	0.058
O	0.761	0.828	0.067	0.074	0.074	0.000
P	0.215	0.303	0.088	0.374	0.442	0.067
Q	0.332	0.424	0.091	0.099	0.142	0.043

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&lt; 2&gt;

	90	2000					
15	12.9	12.8	-0.1	4.8	4.9	9.6	40.0
16	5.1	8.4	3.3	11.6	10.1	21.7	
17	10.3	11.2	0.9	0.6	1.3	1.9	20.0
18	12.2	15.3	3.1	2.7	5.0	7.7	18.0
19	7.5	9.8	2.3	-1.1	4.0	2.9	30.0
20	4.8	7.8	3.0	5.4	0.3	5.6	19.0
21	12.4	11.9	-0.6	2.8	2.4	5.3	19.0
22	6.9	16.7	9.9	6.6	1.9	8.5	10.0
23	12.1	12.4	0.3	4.2	-7.3	-3.0	57.0
24	14.9	19.6	4.7	3.9	4.0	7.9	53.0
25	11.9	11.4	-0.5	1.0	4.3	5.3	41.0
26	9.2	9.9	0.8	3.2	-1.1	2.1	24.0
27	12.8	11.4	-1.4	3.8	-0.1	3.6	37.0
28	7.9	8.8	0.8	1.8	0.5	2.3	49.0
29	10.9	9.7	-1.1	3.2	2.1	5.3	52.0
30	18.2	21.0	2.8	4.2	6.0	10.1	66.0
31	14.0	11.9	-2.1	4.3	0.7	5.0	55.0
32	15.8	13.5	-2.4	4.1	3.4	7.5	48.0
33	13.9	13.6	-0.3	9.9	2.5	12.4	57.0
34	8.7	6.2	-2.5	1.3	-4.7	-3.4	42.0
35	7.0	6.8	-0.2	5.3	-1.9	3.3	33.0
36	7.7	9.4	1.7	5.7	6.7	12.4	34.0
15	13.5	14.2	0.8	3.1	1.5	4.512	40.0
16	5.3	11.0	5.6	2.4	5.6	8.040	
17	10.3	10.7	0.5	2.9	0.6	3.502	20.0
18	13.5	19.7	6.2	1.5	2.2	3.632	18.0
19	6.7	12.2	5.5	2.0	2.1	4.104	30.0
20	7.1	9.5	2.4	0.7	1.0	1.671	19.0
21	13.6	11.0	-2.7	5.1	0.6	5.733	19.0
22	2.9	23.1	20.3	1.4	0.3	1.711	10.0
23	12.2	17.4	5.2	8.4	3.8	12.238	57.0
24	19.1	29.0	10.0	4.3	0.9	5.135	53.0
25	12.1	12.4	0.4	1.5	2.3	3.739	41.0
26	10.7	12.9	2.2	3.1	-0.1	2.957	24.0
27	14.7	12.1	-2.5	1.2	1.5	2.734	37.0
28	10.6	10.5	-0.1	2.8	0.7	3.482	49.0
29	12.8	11.2	-1.7	4.9	0.9	5.761	52.0
30	21.6	24.8	3.2	8.1	2.8	10.909	66.0
31	16.7	12.5	-4.3	1.9	1.6	3.500	55.0
32	20.8	16.4	-4.4	3.4	1.6	4.980	48.0
33	13.7	13.3	-0.4	5.6	0.0	5.586	57.0
34	8.6	4.6	-3.9	3.4	-0.8	2.552	42.0
35	6.4	5.8	-0.6	7.9	0.8	8.685	33.0
36	9.9	10.7	0.8	-0.2	2.4	2.212	34.0

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		<ul style="list-style-type: none"> <li>- Cio-Tex Skillfast-UK</li> <li>(Pre 16 Post16 CD-ROM)</li> <li>- Skillset , , Learndirect 가 (Skillsformedia)</li> <li>- Cogent Taking jobs</li> </ul>
	Signposting ( )	<ul style="list-style-type: none"> <li>- Lantra ,</li> <li>- Skillsmart (BRC )</li> <li>- Skillset , CD-ROM (LDA가 )</li> <li>- Skillfast CD-ROM</li> </ul>
		<ul style="list-style-type: none"> <li>- Skillsmart (高揚) ;</li> <li>SME 가 ,</li> <li>- Cogent Skillfast</li> </ul>
		<ul style="list-style-type: none"> <li>- Skillset Millenium Awards</li> <li>- SkillfastUK UK Skills 가</li> </ul>

		<ul style="list-style-type: none"> <li>- Skillfast-Uk QCA</li> <li>- Skillfast-UK Skills Development Fund ELWa 가 ( NVQ 3 )</li> </ul>
	가	<ul style="list-style-type: none"> <li>- Skillset, Cogent</li> <li>- Skillmart ICCEB 2</li> <li>- Skillfast-UK Foundation Degree CD-ROM</li> </ul>
	Learndirect (UFI)	<ul style="list-style-type: none"> <li>- Lantra Ufi Learndirect</li> <li>- Skillfast-UK sector Ufi</li> </ul>
		<ul style="list-style-type: none"> <li>- Skillfast ; 2 14-19 , ,</li> <li>- Skillset sector Foundation Degree Foundation Degree</li> </ul>
		<ul style="list-style-type: none"> <li>- Skillset Assessment Center( 가 ) Skillset</li> <li>- Lantra Lantra 가 ; 400 , 가 ( , , )</li> <li>- Cogent .가</li> </ul>
	가	<ul style="list-style-type: none"> <li>- Skillset ; 9 ,</li> </ul>

		- Skillset (SIF) (FTF) Skills
		- Skillfast
		- Cogent 가 - Skillfast-UK sector West Midlands가 ); (Advantage 가 (IT )가 1 ; ICT, 가 - Cardonald Skillfast-UK “ 가 5 가 10 - Lantra
		- Skillfast-UK TAS ( ) , , ICT , SME - Northamptonshire LSC가 (Skillfast-UK) IT - Cogent Grangemouth Centre of Excellence (Grangemouth, FE Falkirk , Scottish Enterprise Forth Valley )
		- SkillfastUK City & Guilds City and Guild ; Performance Development Training Certificate DIES가 City & Guilds , SkillfastUK ITC /

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01	Horticultural Human Resource Council	Rural Training Council of Australia Inc National Meat Industry Training Advisory Council	Agriculture ITO Horticulture ITO
02		Forest & Forest Products Employment Skills Company Ltd	Forest Industry Training & Education Council
05	Canadian Aquaculture Industry Alliance Canadian Council of Professional Fish Harvesters		
10-12	Mining Industry Training and Adjustment Council-Canada	National Mining ITAB Australian Drilling Industry Training Committee Ltd	Extractives ITO (EXITO)
15	National Seafood Sector Council	Australian Seafood Industry Council National Food Industry Training Council Ltd	Seafood ITO NZ ITO (formerly Dairy ITO)
17	Textiles Human Resources Council	Australian Light Manufacturing ITAB	Apparel & Textile ITO
18	Apparel Human Resources Council	Australian Light Manufacturing ITAB	Apparel & Textile ITO
19 가		Australian Light Manufacturing ITAB	
20	Wood Manufacturing Council	Forest & Forest Products Employment Skills Company Ltd	Joinery ITO
21			
22		National Printing Industry Training Council	NZ Journalist Training Organisation Printing & Allied Industries Training Council
23	Petroleum Human Resources Council of Canada		
24	Biotechnology Human Resource Council		
25	Canadian Plastics Sector Council		Plastics ITO
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27 1	Canadian Steel Trade and Employment Congress		
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30	Canadian Equipment Industry Training Committee		
31	Canadian Equipment Industry Training Committee	Electrocoms and Energy Utilities Qualifications Standards Body of Australia	Electrotechnology ITO
32	Canadian Equipment Industry Training Committee	I	
33	Canadian Equipment Industry Training Committee		
34		Automotive Training Australia Ltd	NZ Motor ITO
35			
36 가		Australian Light Manufacturing ITAB	Furniture ITO Joinery ITO
37 가			
40-41 가		Body of Australia	Electricity Supply ITO Gas & Petrochemicals ITO Master Plumbers & Gasfitters ITO Master Plumbers & Gasfitters ITO
45	Construction Sector Council	Construction Training Australia	Building & Construction ITO Infra Train ITO
50-52		National Wholesale Retail & Personal Services Industry Training Council (National WRAPS)	Retail ITO Retail Meat ITO

55			
60-63	Motor Carrier Passenger Council of Canada Canadian Trucking Human Resources Council Canadian Aviation Maintenance Council Canadian Professional Logistics Institute	Transport & Distribution Training Australia	NZ Road Transport & Logistics ITO Boating ITO Power Crane Association
64			
65-67		National Finance ITAB	
70-71		Property Services Training Australia	Real Estate Institute of NZ
72-75	Software Human Resource Council Forum for International Trade Training	Information Technology & Telecommunications ITAB Business Services Training Australia	
76		Public Safety ITAB Public Service Education and Training Australia Community Services and Health Training Australia National Training Advisory Ltd (Local Government ITAB) National Correctional Services Advisory Committee	Public Sector Training Organisation Community Support Services ITO Local Government ITO Fire & Rescue Services ITO NZ Ambulance Education Council
80			
85		Community Services and Health Training Australia National Correctional Services Advisory Committee	Funeral Service Training Trust
87	Cultural Human Resources Council	Cultural Research Education & Training Enterprise Australia Sport & Recreation Training Australia Pty Ltd Racing Training Australia	Sports Fitness & Recreation ITO NZ Sports Turf ITO (NZSTITO) NZ Equine ITO

90-93	Installation, Maintenance and Repair Sector Council Canadian Automotive Repair and Service		
95 가			Hairdressing ITO Building Service Contractors of NZ
99			
	Canadian Apprenticeship Forum		
	Canadian Council for Human Resources in the Environment Industry		
	Canadian Tourism Human Resource Council	Tourism Training Australia	Aviation Tourism & Travel Training Organisations
	Canadian Council of Technicians and Technologists	Manufacturing Learning Australia	COMPETENZ Food and Manufacturing Industry Training Organisations
	Canadian Council of Professional Engineers Canadian Technology Human Resources Board	Manufacturing, Engineering & Related Services ITAB	
			Hospitality Standards Institute (HSI)

< 5> (Industry Training Act)

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