



THAILAND SECONDARY EDUCATION FOR EMPLOYMENT

Volume I: A Policy Note



HF

S549.5

.T5

T435

2000

v.1

NOVEMBER 2000

TABLE OF CONTENTS

INTRODUCTION AND EXECUTIVE SUMMARY.....	1
1. OVERVIEW OF THE THAI CONTEXT.....	5
A. Macroeconomic Environment.....	5
Economic Growth Has Not Benefited All Thais Equally.....	6
Structure and Trends in the Labor Market.....	6
Labor Productivity and Education Attainment.....	8
B. Trends in Thailand's Human Capital Stock.....	9
Linkage between Human Capital and Economic Growth.....	10
Historical Rates of Return to Education and Training.....	10
Productivity and Technologies for Sustainable Growth.....	11
2. IMPETUS FOR CHANGE.....	13
A. Global Market Forces and Implications for Skills Needed.....	13
World-Wide Trends.....	13
Private Sector Views From Thailand.....	14
B. Legislative Basis for Education Reform.....	16
Principal Features.....	16
Implications.....	17
3. GOVERNANCE AND ADMINISTRATION.....	19
A. Role of the Central Administration.....	19
B. Role of Local Authorities and Training Institutions in a devolved system.....	20
C. Role of Private Providers.....	21
4. USING MARKET FORCES TO GUIDE DECISIONS.....	25
5. PROMOTING QUALITY OF EDUCATIONAL OUTCOMES.....	29
A. Establishing Content and Performance Standards for Students.....	29
B. Measuring Student and School Performance.....	32
C. Harnessing Technology.....	33
D. Supporting Teacher and Principal Capacity.....	34
6. FINANCE AND EQUITY ISSUES.....	37
BIBLIOGRAPHY.....	43



THAILAND SECONDARY EDUCATION FOR EMPLOYMENT

Volume II: Background Papers



NOVEMBER 2000

TABLE OF CONTENTS

CHANGING WORKPLACES, CHANGING SKILLS: VIEWS FROM THE THAI PRIVATE SECTOR ON WORK-ORGANIZATION, EMPLOYEE RECRUITMENT AND SELECTION

I.	INTRODUCTION.....	1
	METHODOLOGY.....	1
II.	CHANGES IN WORKPLACES.....	3
	A. INCREMENT OF SKILLS REQUIRED.....	3
	B. SKILLS REQUIRED IN FUTURE.....	4
	C. SKILLS & QUALIFICATIONS IN SHORT SUPPLY.....	4
III.	WORKPLACE PRACTICES AND SKILLS DESIRED.....	5
	A. QUALITY.....	5
	B. QUALITY STANDARDS.....	5
	C. EMPLOYEE PERFORMANCE EVALUATION.....	7
	D. EMPLOYEE SUGGESTION PROGRAMS AND SATISFACTION SURVEYS.....	7
	E. JOB ROTATION.....	7
	F. WORK TEAMS.....	8
	G. USE OF COMPUTERS.....	8
	H. SKILLS NEEDED TO PERFORM WORK.....	8
IV.	FINDING NEW WORKERS.....	9
	A. METHOD OF RECRUITMENT.....	9
	B. VIEWS ON EDUCATION LEVEL.....	9
	C. ATTRIBUTED AND SKILLS SOUGHT IN SELECTING NEW WORKERS.....	11
V.	CONCLUSIONS AND IMPLICATIONS FOR POLICY.....	14

PRIVATE VOCATIONAL EDUCATION IN THAILAND

I.	INTRODUCTION.....	17
II.	SYSTEM DESCRIPTION.....	17
	A. STRUCTURE.....	17
	B. SCHOOLS.....	18
	C. ENROLLMENTS.....	18
	<i>Upper Secondary (Grades 10-12)</i>	19
	<i>Post Secondary (Grades 13-14)</i>	20
	D. FIELDS OF STUDY.....	20
	<i>Lower Certificate of Vocational Education</i>	20
	<i>Post Secondary</i>	20
	E. ORGANIZATION AND MANAGEMENT.....	21
	<i>The Office of the Private Education Commission (OPEC)</i>	21
	<i>The Federation of Private Vocational Schools</i>	21
	<i>School Management and Supervision at the Local Level</i>	22
	F. STUDENTS.....	22
	G. TEACHERS.....	22
	H. CURRICULA.....	23
	I. COSTS AND FINANCING.....	24
	J. QUALITY ASSURANCE.....	26
	K. OUTPUTS.....	26
III.	EVALUATION OF THE SYSTEM.....	26
	A. STRENGTHS AND WEAKNESSES.....	26
	B. RELEVANCE TO ECONOMIC AND SOCIAL GOALS.....	27
	<i>Economic Relevance</i>	27
	<i>Social Relevance</i>	27
	C. EFFECTIVENESS IN REACHING OBJECTIVES, OR QUALITY OF INSTRUCTION.....	28
	D. EFFICIENCY IN THE USE OF RESOURCES.....	28
IV.	IMPLICATION OF THE NEW EDUCATION LAW (1999) ON PRIVATE VOCATIONAL EDUCATION.....	29
V.	POLICY ISSUES AND OPTIONS.....	30
	A. COMPETITION.....	31

B. DEREGULATION.....	31
C. RE-THINKING THE PURPOSE AND CONTENT OF VOCATIONAL EDUCATION.....	31
D. IMPLICATIONS OF DECENTRALIZATION.....	32
VI. ANNEX.....	32
PRIVATE INFORMAL VOCATIONAL TRAINING.....	32
VII. BIBLIOGRAPHY.....	34
VIII. LIST OF SCHOOLS AND PLACES VISITED.....	34
CHANGING RETURNS TO EDUCATION IN TIMES OF PROSPERITY AND CRISIS	
I. ABSTRACT.....	35
II. INTRODUCTION.....	35
III. DATA AND SAMPLING STRATEGY.....	37
IV. EDUCATION ATTENMENT.....	38
V. ANALYSES.....	39
VI. RESULTS.....	40
A. CHANGES IN THE PAYOFF TO EDUCATION OVER TIME.....	41
a. Years of Schooling.....	41
b. Work Experience.....	42
c. Area of Residence.....	42
d. The Effect of Region of Residence.....	42
e. Public/Private Sector of Employment.....	43
f. The Impact of Occupation.....	43
B. RETURNS TO EDUCATION USING DICHOTOMOUS PREDICTORS.....	43
a. Returns to Education.....	44
b. The Internal Rate of Return to Vocational and Academic Education.....	44
C. EXPLAINING THE FINDINGS.....	45
a. Differences in Curriculum and Training.....	45
b. Differences in Social and Economic Context.....	47
VII. CONCLUSION AND POLICY IMPLICATIONS.....	48
A. CONCLUSIONS.....	48
B. POLICY IMPLICATIONS OF RESEARCH ON SECONDARY EDUCATION IN THAILAND.....	50
a. Quality and Quantity.....	50
b. Build High Schools Focused on School and Work.....	51
VIII. ENDNOTES.....	73
IX. BIBLIOGRAPHY.....	75
FINANCING BASIC EDUCATION UNDER THE NEW NATIONAL EDUCATIONAL ACT	
I. INTRODUCTION.....	79
II. SCENARIO I: BASE CASE.....	80
III. SCENARIO II: UNIVERSAL EDUCATION.....	88
IV. SCENARIO III: ADJUSTING STUDENT - TEACHER RATIOS.....	92
V. SCENARIO IV: ADJUSTING TEACHERS' COMPENSATION STRUCTURE.....	94
VI. SCENARIO V: INTRODUCING INFORMATION TECHNOLOGY.....	96
VII. SCENARIO VI: TARGETING SUBSIDY.....	100
VIII. CONCLUSION AND POLICY RECOMMENDATIONS.....	102