

# Opportunity for Participating in Lifelong Learning Activities of workers in Thailand



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# Objectives

- 1) To study present opportunity of workers in obtaining lifelong learning
- 2) To identify needs of workers for lifelong learning
- 3) To propose a guideline for providing lifelong learning for workers

# Population and Samples

## Population

- 1) Factories administrators and supervisors
- 2) Workers

# Samples

- randomly selected 6 factories in the industrial areas around Bangkok
- From each factory :

Workers 100, total =  $100 \times 6 = 600$

Administrators 5, total =  $5 \times 6 = 30$

Supervisors 15, total =  $15 \times 6 = 90$

# Research instruments

- 1) Questionnaire for administrators and supervisors
- 2) Questionnaire for workers

## Data Collecting

Through the assistance of provincial and district NFE centres in the sample areas

## Data Analysis

frequency, mean, percentage, content analysis

# Main findings :

## Section 1

1) General Information of the factories.

1.1 types of factory

services	24.04 %
products	75.00 %

## 1.2 Availability of training unit

Yes	80.77 %
No	18.27 %

## 1.3 size of factories

very small	7.69 %
small	11.54 %
medium	18.27 %
large	62.50 %



# 1.4 percentage of male workers

25% and lower	32.6 %
26% to 50%	44.23 %
51% to 75%	9.62 %
76% to 95%	3.84 %

# finished higher education

lower than 10% 50.77 %

10 % 30.77 %

11 % to 20 % 9.61 %

# 1.6 percentage of workers whose education background

## less than secondary education

25% and lower	48.07	%
26% to 50%	19.19	%
51% to 75%	15.14	%
76% to 95%	2.88	%

# 1.7 percentage of new workers within 12 months

5 %	15.38 %
10 %	15.38 %
20 %	6.73 %
30 %	10.58 %
40 %	13.46 %
50 %	0.96 %

## Section 2 Recruiting methods and applicant assessment

### 2.1 Method of recruiting

1) school graduates	2.88 %
2) Public employment agency	7.69 %
3) Private employment agency	45.19 %
4) Using ads in media	5.77 %
5) Using ads on internet	15.38 %
6) Using internal recommendation	1.92 %
7) Using external recommendation	19.23 %
8) Converting from other companies	0.96 %

## 2.2 Type of procedure to test possible employees.

interview	61.54 %
written test	30.77 %
work sample	3.85 %
other	3.85 %

## 2.3 To what extent do the following factors affect the recruitment rate $\bar{x}$

1. Education level	important	(2.30)
2. Work experience	important	(2.06)
3. Professional qualification/cert.	important	(2.58)
4. Level of pre-training	important	(2.49)
5. Communication skills	important	(2.32)
6. Attitude	important	(2.38)

## 2.3 (cont.)

	rate	$\bar{x}$
7. Applicants recommendations	common	(2.57)
8. General skills	important	(2.40)
9. Reputation of applicant's sch.	common	(2.89)
10. sch. score	common	(2.66)

(1-1.5 very important, 1.6-2.5 important,  
2.6-3.5 common 3.6-4.5 not very important,  
4.6-5 not important at all)



## Section 3 Additional training for the employees.

**3.1 Employee should be already trained well before start**

**Yes** **working** 34.62 %

No, should have basic skills,  
will receive additional training 58.65 %

## 3.2 Do you have education budget for employees

Yes, separate budget	41.35	%
Yes, no separate budget	38.46	%
No budget for employee's education	20.19	%

## 3.3 Free time for employee's study leave

Yes, on employee's own expenses 46.15 %

Yes, on company's expenses 34.62 %

No 19.13 %

## 3.4 Company provide training for the employees

Yes 61.54 %

No 36.54 %

### period of time

10 days 14.42 %

1 days 10.58 %

2 days 10.58 %

2 days 7.69 %

## 3.5 Incase of not providing training, what reasons

no time	28.85 %
no budget	23.08 %
no demand from employees	16.35 %

# 3.6 The importance of the following skills/abilities

Professional & occupational skills important (2.09)

Communication skills important (2.17)

Teamwork skills important (1.94)

Literacy skills important (2.10)

Foreign language skills important (2.36)

Computer important (2.30)

Problem solving important (2.30)

Management important (2.15)

of the first line employees



# Main Findings

## Employees (523)

# 1. General Information

## 1.1 Gender

Male	40.2 %
Female	59.8 %

## 1.2 Age

20 – 30	46.47 %
31 – 40	33.27 %
41 - 50	5.54 %
Over 50	2.29 %



## 1.3 Home town

rural areas	78.85 %
urban areas	21.15 %

# 1.4 Highest formal educational level

Primary sch. or below	33.40 %
basic education (9 years)	33.21 %
secondary edu. (12 years)	20.21 %
vocational sec. edu. (12 years)	4.59 %
associate degree	3.63 %
bachelor's degree	3.06 %
master's degree	-
doctor's degree	-

# 1.5 monthly income

lower than 4,000 baht	26.63 %
4,001 – 8,000	47.36 %
8,001 – 12,000	17.12 %
12,001 – 20,000	7.07 %
20,001 – 28,000	0.57 %

# 1.6 Type of work

## Services :

specialist	15.68 %
worker	76.48 %
administrative	7.84 %

## Manufacturing :

specialist	21.99 %
worker	67.14 %
administrative	10.90 %

# 1.7 working-hour per week

less than 48 hours	14.28 %
48 hours	23.12 %
54 hours	44.68 %
60 hours	17.15 %

## 2. Training organized by employers

2.1 receive pre-job training when they come to this company

Yes 59.45 %

No 38.89 %

1 day 27.34 %

2.2 Period of training

2 day 23.90 %

3 day 21.41 %

3 day 18.74 %

## 2.3 usefulness of the training

more than agree	32.70 %
agree	46.27 %
rather agree	8.03 %
rather disagree	4.97 %
disagree	-

# 4. The most important topics of on-the-job training in the last year

Company policies 26.57%

Strengthen existing occupational skills 12.05 %

Retraining, new skills 5.93 %

Management skills 5.54 %

Communication skills 3.44 %

Company's new products and services 13.05 %

Computer literacy 9.75 %

Native language 3.25 %

Foreign language 3.25 %



# 3. Training not organized by employers

## 3.1 Attending training not organized by their own companies in the last 12 months

Yes 13.31 %

No 85.64 %

No answer 1.05 %

# 4. Further training demands

## 4.1 Your satisfaction with the current jobs

Agree	56.02 %
More than agree	18.74 %
rather agree	13.96 %
rather disagree	3.63 %

## 4.2 How do you think you are qualified for

Agree	55.45 %
More than agree	27.34 %
rather agree	7.84 %
rather disagree	2.48 %

the current jobs

## 4.3 the most important skills for your current jobs. (by order)

Computer skills

Foreign languages

Creative thinking

Communication

Management skills

Reading and writing

Professional skills

Team work

Problem solving

## 4.4 Needs for additional training

Yes	70.98 %
No	29.02 %

## 4.3 Reasons for more training

To progress at current jobs	42.53 %
To obtain more salary	29.06 %
Not to loose current jobs	22.75 %

## 4.4 Obstacle prevented you from any additional training

Work load too heavy, no time	30.78 %
Expenses	12.62 %
Training places too far	9.37 %
no information	9.18 %
no support from your own company	8.14 %

## 4.5 the topics interested in attending training next year.

Basic skills	45.02 %
Vocational skills	30.34 %
Basic education	22.75%

## 4.6 places preferred to attend training

Primary or Secondary sch.	24.28%
Govt. training centres	16.25%
Private training centres	14.53%
Distance training centres	14.15%
Vocational schools	12.62%
University	11.66%



# 5. Guidelines for providing lifelong learning for workers in Thailand.

## 5.1 The necessity of lifelong learning for worker

Very necessity  
Necessity

## 5.2 Objectives of providing

lifelong learning

To progress at current jobs

To obtain more salary

To have knowledge for further education

to have extra jobs

to have knowledge and information useful for  
day to day living

## 5.3 Contents required

- Professional skills
- Computer skills
- Foreign languages
- Social welfare and labour law
- Basic education
- Communication
- Problem solving
- Work discipline

## 5.4 Method of delivering knowledge and information

- Training/workshop
- Training and distance learning
- Distance learning

# 5.5 Types of printed media preferred

- booklets with pictures
- newspapers
- posters
- journals

# Types of electronic media preferred

- television
- computer
- video
- radio
- CD/VCD

## 5.7 If training, location preferred

- *At their own companies*
- *Local schools/institutions*
- *Government training centres*
- *Private training centres*

## 5.8 Supports required from their own companies

- Provide training within the companies
- Allow workers to further study/training
- Flexible working time for study
- Financial support
- Providing information centre/library





Thank you  
for your kind attention