



Thematic workshop 4.
Education and Skills for the Future workplace

**Recent innovative approach in skill
development of Korea**

Lee Misook, Deputy Director
Global HRD Cooperation Dept. of HRDKorea



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01



**Skill Development policy change in Korea
-Changing role of HRDKorea-**

Policy change in skill development in response to the economic development

Stage	Economic/Social Background	Main Policies
70's (Beginning)	<ul style="list-style-type: none"> Export-oriented economic development 	<ul style="list-style-type: none"> Government-led HRD Intro. of Mandatory Vocational Training(1976)
80's (Growing)	<ul style="list-style-type: none"> Labor-intensive → technology intensive Mass production → small quantity batch production 	<ul style="list-style-type: none"> Focused on training multi-skilled workers HRDKorea founded in 1981
90's (Transition)	<ul style="list-style-type: none"> Development of technology & service industry Asian Economic crisis in 1997 caused massive unemployment 	<ul style="list-style-type: none"> Intro. of Employment Insurance(1995) Mandatory Vocational Training abolished (1998) TVET as social safety net
00's~ (Innovation)	<ul style="list-style-type: none"> Low growth and High youth unemployment rate, Bigger polarization in wealth Low birth rate, Rapid ageing population 	<ul style="list-style-type: none"> Lifelong competency development National Competency Standards(NCS) Work-Learning Dual System * Governance shift from providers to beneficiary

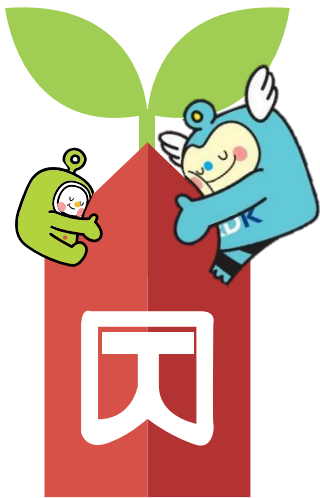
Changing Role of HRDKorea

1982~1990

Training Technicians for Key National Industries

Establishment of Korea Vocational Training Management Cooperation(1982)

- 24 Vocational Training Institutions under the Ministry of Labor
- Central Vocational Training Institution, Vocational Training Research Institute
- Korea Technical Qualification Organization under the Ministry of Science and Technology
- WorldSkills Korea



Changing Role of HRDKorea

1991~2000

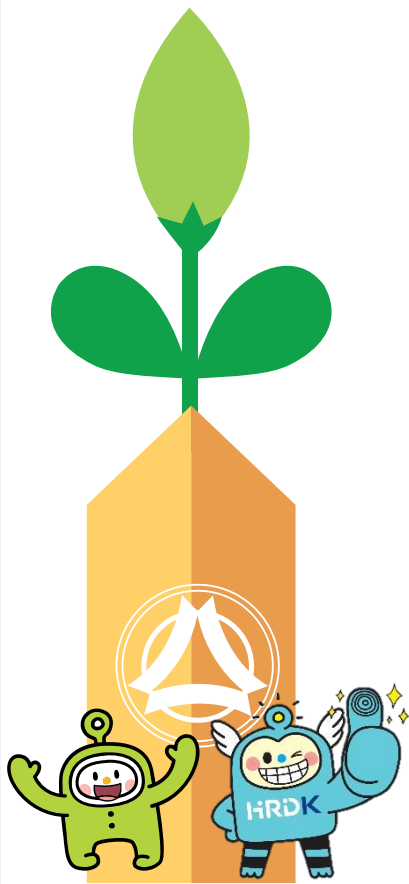
Fostering professionals in Technology Intensive Industries

Name Changed to HRDMKorea(1991)

Reform of Technical Colleges(1993)

Name Changed to HRDKorea(1998)

Established Central Human Development Centre (1998)



Changing Role of HRDKorea

2001~2011

Human Resources Development in a Knowledge-based society

Q-NET System Open(2001)

- Qualification portal to provide one-stop service

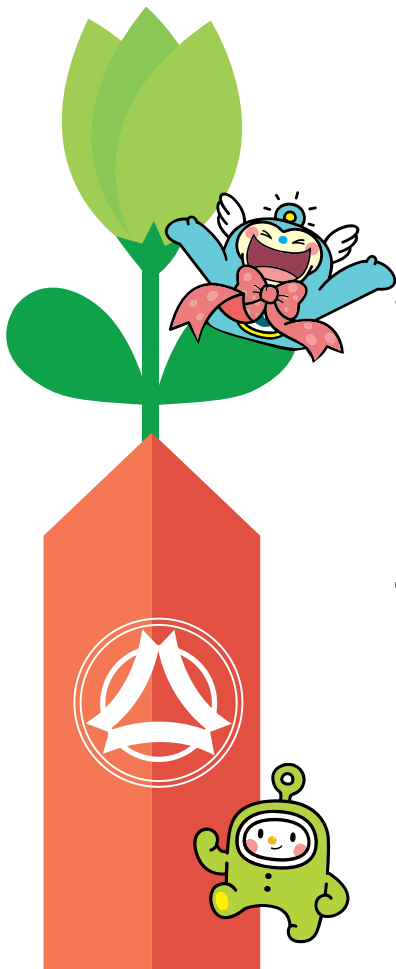
Hosting World Skills Competition in Seoul (2001)

Inception of EPS System(2004)

Transferred Vocational Schools to Korea Polytechnics(2006)

Started Managing National Professional Qualification (2008)

Launched Work-TV (2010)



Changing Role of HRDKorea

2012~Present

Human Resources Development in a Knowledge-based society

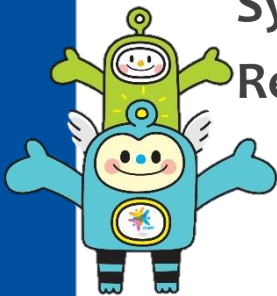
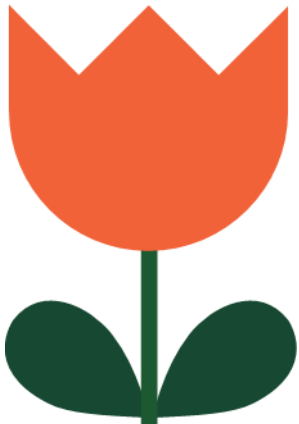
Vocational Competency Development System Reform(2012)

Commissioned 'Employer-based Training Program'(2012)

Proliferation of NCS(2013)

Started Managing Course-based Qualification System(2014)

Relocated Headquarters to Ulsan (2014)



02

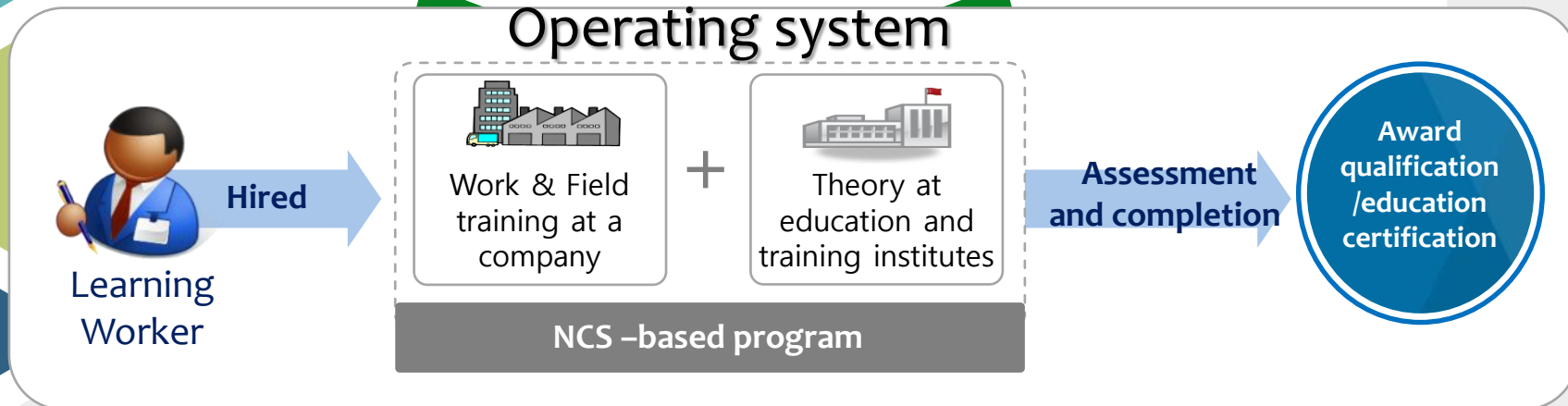


Recent Innovative Policy Measures

Demand-oriented & private sector participation

Work-learning Dual System (Korean type Apprenticeship)

A system where a company hires the youth as learning workers and provide field training at work and theoretical education at training institutes (e.g. schools) according to systematic programs and competencies of trainees are evaluated by the company or the nation to recognize one's qualification.



Industry-led & government support program

SAFFY program (Samsung Software Academy for Youth)

49th HERALD ENGLISH SPEECH CONTEST

The Korea Herald

Business All Industry Technology Transport Retail

Samsung helps 200 students land software jobs

By Song Su-hyun Published : Nov 18, 2019 - 15:46 Updated : Nov 18, 2019 -

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Around 200 students who have received for Youth since December last year land Korean tech giant said Monday.

Known as SAFFY, the software academy are seeking jobs in the software field.

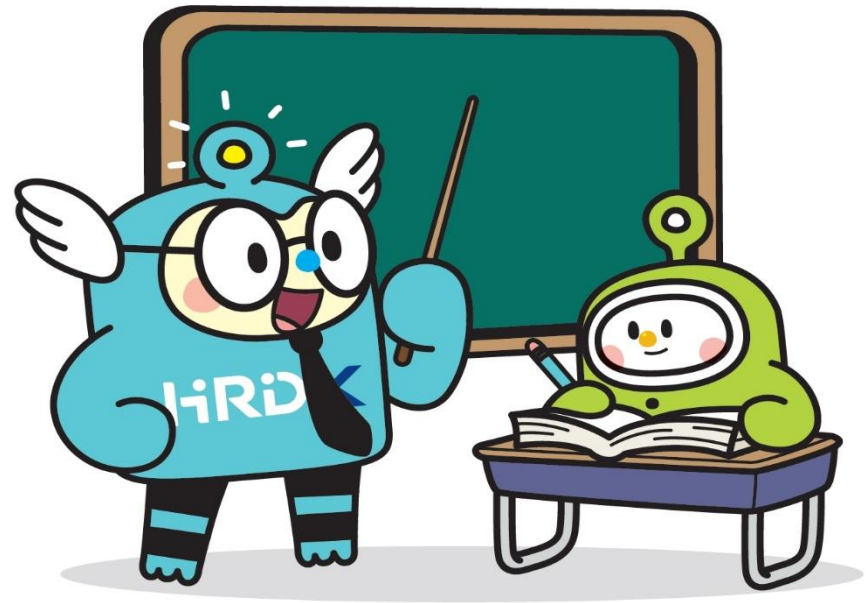


In this era of the 4th industrial revolution, when change occurs quickly, what is the most important competency required?

Empathy



New technology





National Competency Standards (NCS) on Pet Behavior Modification Recommended to those who chose “empathy”



How can we connect with our pets?

Pet Behavior Modification NCS





National Competency Standards (NCS) on Virtual Reality Content Design Recommended to those who chose “new technology”

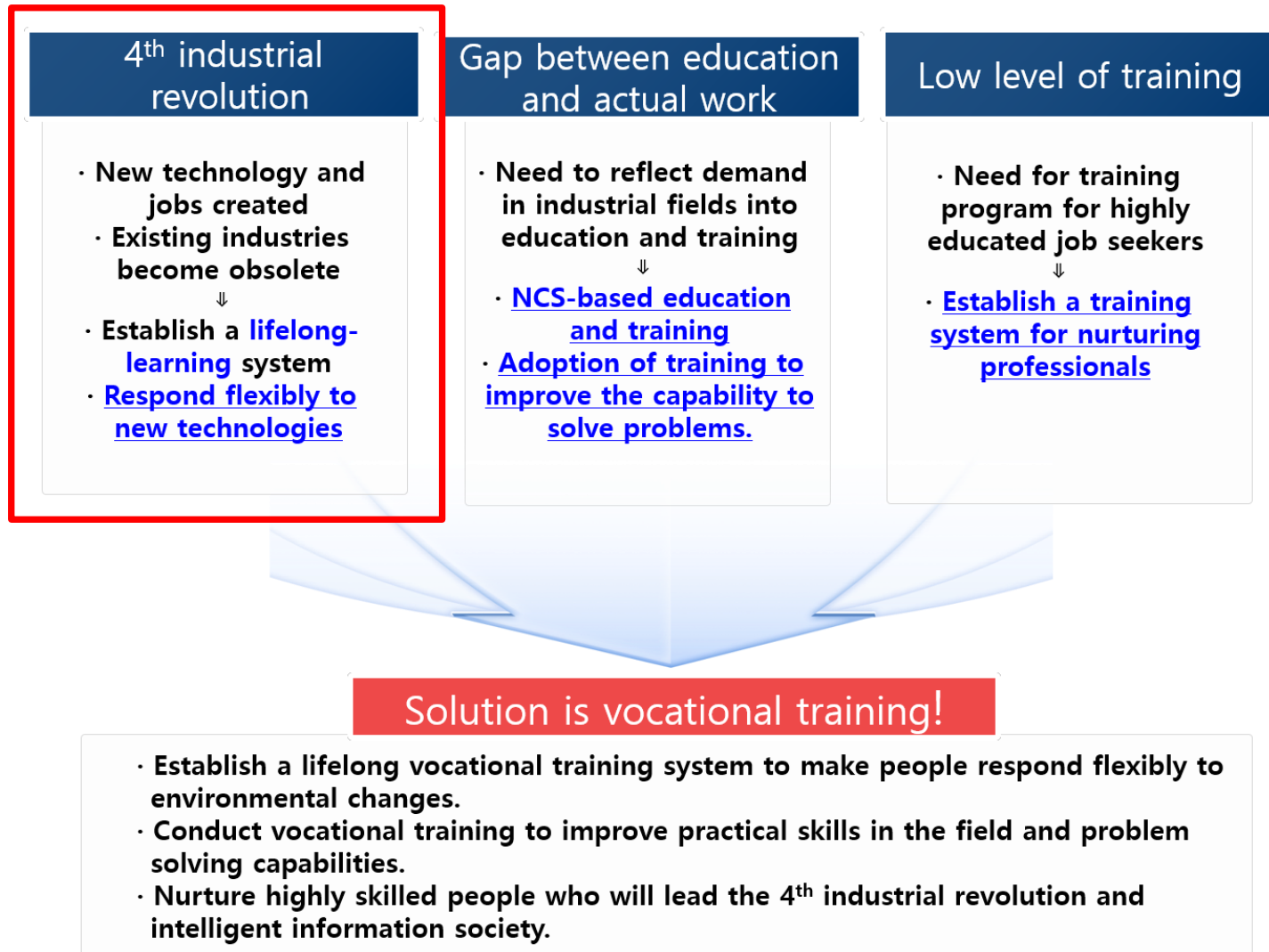
Realistic experience similar to reality

Designing virtual reality content



Recent Reform Measures for skill development

Innovation Initiative on SD Policy



03



**Innovative Training Method
-VR Training Simulator-**

Development of Virtual Learning Tool

1. Background

- Increase training effectiveness in high-cost and high-risk education and training courses
- Diversify training methods using digital technology
- Establish VR training platform for Work-learning Dual Program

2. Development Process



Development of Virtual Learning Tool

3. Structure

<HRDKorea>

- Overall management of program
- Agreement with JTC
- Grant-aid, M&E

<JTC>

- Overall management of development
- Selection of developers and contract
- Learning tool maintenance
- Course development
- Quality control



<Review committee>

- Screening(document/ site visit)
- Cost adjustment
- Selection of agency

<Developers>

- Equipment Development
- Reports
- Orientation how to use equipment
- Provision of development data

VR Training Simulator for Tower Crane

-Cabin Module-



-Classroom Module-



VR Training Simulator for Tower Crane

-Video Clip-



04



Partnership with WB and HRDKorea

ASEAN+3 HRD Forum

**Knowledge sharing platform for
policy makers of ASEAN
members in skill development
(organized by HRDKorea and WB under KWPF)**



Hub of Transferring Skills

Global Institute for Transferring Skills(GIFTS)



Capacity Building Program in skills competition

-GIFTS, HRDKorea-



Thank You

HRDK 한국산업인력공단

GIFTS 