Thematic workshop 4.
Education and Skills for the Future workplace

Recent innovative approach in skill development of Korea

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Contents

01 Skill Development policy change in Korea -Changing role of HRDKorea-
02 Recent Innovative policy measures
03 Innovative training methods -Case of VR training simulator-
04 Partnership with WB and HRDKorea
Skill Development policy change in Korea - Changing role of HRDKorea -
Policy change in skill development in response to the economic development

<table>
<thead>
<tr>
<th>Stage</th>
<th>Economic/Social Background</th>
<th>Main Policies</th>
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<tbody>
<tr>
<td>70’s</td>
<td>• Export-oriented economic development</td>
<td>• Government-led HRD</td>
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<td>(Beginning)</td>
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<td>• Intro. of Mandatory Vocational Training(1976)</td>
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<td>80’s</td>
<td>• Labor-intensive → technology intensive</td>
<td>• Focused on training multi-skilled workers</td>
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<td>(Growing)</td>
<td>• Mass production → small quantity batch production</td>
<td>• <strong>HRDKorea founded in 1981</strong></td>
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<tr>
<td>90’s</td>
<td>• Development of technology &amp; service industry</td>
<td>• Intro. of Employment Insurance(1995)</td>
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<td>(Transition)</td>
<td>• Asian Economic crisis in 1997 caused massive unemployment</td>
<td>• Mandatory Vocational Training abolished (1998)</td>
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<td>• TVET as social safety net</td>
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<td>00’s~</td>
<td>• Low growth and High youth unemployment rate, Bigger polarization in wealth</td>
<td>• Lifelong competency development</td>
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<td>(Innovation)</td>
<td>• Low birth rate, Rapid ageing population</td>
<td>• National Competency Standards(NCS)</td>
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<td>• Work-Learning Dual System</td>
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<td>* Governance shift from providers to beneficiary</td>
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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)


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)
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)

Samsung helps 200 students land software jobs

By Song Su-hyun

Published : Nov 18, 2019 - 15:46   Updated : Nov 18, 2019 -

Around 200 students who have received a course for Youth since December last year landed at a Korean tech giant said Monday.

Known as SAFFY, the software academy is 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”
National Competency Standards (NCS) on Virtual Reality Content Design
Recommended to those who chose “new technology”
Recent Reform Measures for skill development

Innovation Initiative on SD Policy

4th industrial revolution

- New technology and jobs created
- Existing industries become obsolete
- Establish a lifelong-learning system
- Respond flexibly to new technologies

Gap between education and actual work

- Need to reflect demand in industrial fields into education and training
- NCS-based education and training
- Adoption of training to improve the capability to solve problems.

Low level of training

- Need for training program for highly educated job seekers
- Establish a training system for nurturing professionals

Solution is vocational training!

- Establish a lifelong vocational training system to make people respond flexibly to environmental changes.
- Conduct vocational training to improve practical skills in the field and problem solving capabilities.
- Nurture highly skilled people who will lead the 4th industrial revolution and intelligent information society.
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

Planning
Consultation meeting
Site Visit
Selection of occupation
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-
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