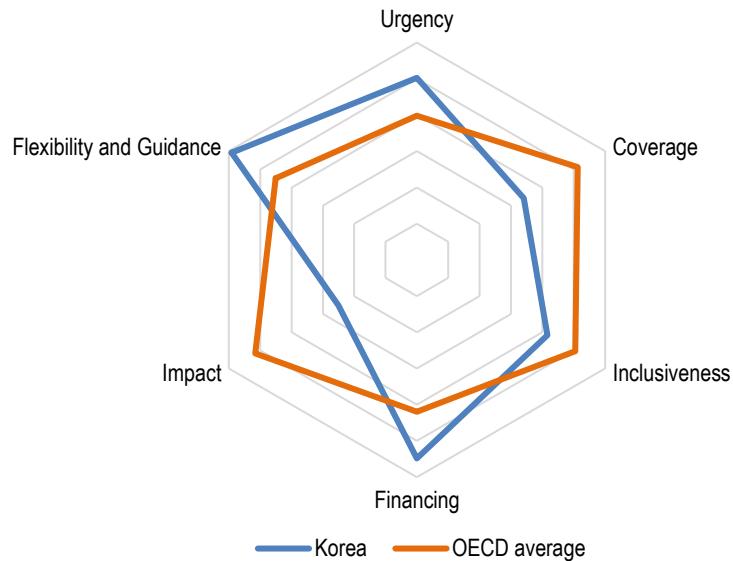


KOREA



Financial instruments

Name of policy (Original)	국민내일배움카드 제도
Name of policy (English)	National Learning Card System
Short description	In 2020, the Korean government reformed the previous training account systems for the unemployed and the employed into one card system, the National Learning Card System. All individuals can enrol in the national learning card and develop their vocational skills regardless of their employment status and whether they have enrolled in the Employment Insurance or not. The card validity period was increased from 1-3 years (in previous systems) to 5 years, and the amount of support was increased from KRW 2-3 million per person (approximately EUR 1500-2300) to KRW 3-5 million (approximately EUR 2300-3800).
Year of introduction	2020
Operated/managed by	Ministry of Employment and Labor
Target groups	All persons including unemployed persons, employees, dependent contractors, and self-employed persons (Except for self-employed persons with annual sales of KRW 150 million or more, workers in large firms under the age of 45 with monthly wages of KRW 3 million or more, etc.). For thoses with a low income (50% or less of median income), a total of KRW 5 million, including an additional KRW 2 million, is provided
Number of beneficiaries	718 260 people in 2020
Cost	KRW 810 billion in 2020
Most relevant webpage - in original language	http://www.hrd.go.kr

Name of policy (Original)	사업주직업훈련지원금
Name of policy (English)	Subsidy for vocational training by employers
Short description	When employers provide vocational training to their current and prospective workers, they can recover all or part of the training costs through the Employment Insurance (EI). Human Resources Development Service of Korea (HRD Korea) – a public agency under the Ministry of Employment and Labor (MoEL) that supports workers' lifelong education – is responsible for the approval of training courses and the reimbursement of employer-provided training. In order to receive training subsidies, companies need to meet certain eligibility criteria (e.g. minimum training hours). The amount of the subsidy varies depending on the size of the firm. As of 2018, SMEs eligible for preferential supports have 100% of training costs subsidised. This compares to a 60% subsidy for large firms with less than 1 000 employees and 40% for large firms with 1 000 or more employees.
Year of introduction	1995
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Target groups	All employers enrolled in Employment Insurance are entitled to get rebates of training levies to recover the training costs for their workers. SMEs receive more favourable financial incentives.
Number of beneficiaries	4.58 million in 2018
Cost	KRW 566 billion in 2018
Most relevant webpage - in English	www.hrdkorea.or.kr/ENG
Most relevant webpage - in original language	www.hrd.go.kr

Name of policy (Original)	국가인적자원개발컨소시엄
Name of policy (English)	Consortium for HRD Ability Magnified Program (CHAMP)
Short description	Under the Consortium for HRD Ability Magnified Program (CHAMP), large firms, employers' associations and universities are encouraged (through financial incentives) to set up consortiums with SMEs to share their training facilities and equipment, as well as experience and knowhow in vocational training. In 2018, a total of 215 joint training centres had been set up to conduct consortium projects, and participating institutions were evenly distributed between large firms, employers' association and universities. On top of the subsidy for direct training costs (which is supported for all employer-provided training to cover the costs of training including salaries for training teachers and instructors and the cost of training materials), the Korean government further subsidises infrastructure costs for joint training up to KRW 2 billion (about EUR 1.6 million) per year. Training facilities and equipment costs are provided within the limit of KRW 1.5 billion (about EUR 1.2 million) per year and operating cost are provided within the limit of KRW 400 million (about EUR 0.3 million) per year (80% of projected cost respectively). Programme development costs are also covered up to a maximum of KRW 100 million (about EUR 0.1 million) per year (100% of projected cost). This programme has addressed many of the organisational and technical constraints faced by SMEs and made a significant contribution to increasing SME participation in vocational training.
Year of introduction	2001
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Target groups	SMEs

Number of beneficiaries	252 159 workers in SMEs in 2018
Cost	KRW 236 billion in 2018
Most relevant webpage - in English	www.hrdkorea.or.kr/ENG
Most relevant webpage - in original language	www.hrd.go.kr

Name of policy (Original)	일학습병행제
Name of policy (English)	Work-Study Dual system
Short description	The Work-Study Dual System is a Korean-style apprenticeship, which enables young people to acquire relevant job competences through the structured theoretical education at education/training institutions and practical training in workplaces. To be eligible for the programme, firms need to have at least 50 full-time employees (at least 20 full-time employees for joint training centres), and they have to hire trainees and provide NCS-based off-site and on-site training for 1 year to 4 years. Eligible firms can receive a subsidy to cover the costs of training and related infrastructure costs, including the costs of developing education and training programmes and the cost of consulting services to develop learning tools.
Year of introduction	2013
Objective	This programme was introduced to reduce the skill mismatch between job candidates and companies and unnecessary expenses for credentials and qualifications.
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Target groups	Although this programme is opened to companies of all sizes, it is especially contributing to skills development for SMEs.
Number of beneficiaries	11 217 companies, 76 076 learners in 2018
Cost	KRW 123 billion in 2018
Most relevant webpage - in English	http://www.hrdkorea.or.kr/ENG
Most relevant webpage - in original language	http://www.hrdkorea.or.kr/3/1/5/1

Education and training leave

Name of policy (Original)	유급휴가 훈련
Name of policy (English)	Subsidies for paid training leave
Short description	Korea provides financial compensation for employers that grant paid education and training leave to their workers and meet certain eligibility requirements. The subsidies cover not only direct training costs, but also indirect costs (i.e. workers and replacements' wages). Moreover, SMEs benefit from more flexible eligibility criteria and more generous subsidies compared to large firms. More specifically, SMEs eligible for preferential support need to provide training for at least 20 hours and give their employees at least 5 days of paid leave. The subsidy covers the wage of participants, which is subsidised at 150% of the minimum wage. Since 2011, additional support is given to SMEs to partially subsidise the wage of replacement workers. This additional subsidy is granted when three conditions are met. The employers need to: continuously provide training for at least 120 hours; give employees at least 30 days of paid leave; and hire replacement workers. The eligibility criteria for large firms are more stringent than for SMEs, and the subsidy is also less generous.

Year of introduction	1995
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Number of beneficiaries	19 676 workers at 5 285 workplaces in 2018
Most relevant webpage - in original language	https://www.hrd4u.or.kr/hrd4u/contents.do?menuNo=020202

Career guidance

Name of policy (Original)	직업지도 서비스
Name of policy (English)	Occupational guidance service
Short description	Job centres, which are one-stop employment support centres, provide free occupational guidance services, such as occupational psychological tests, personal counselling and group counselling, to help job-seekers find the right jobs for their skills and aptitudes.
Year of introduction	1998
Objective	Provide career guidance to job seekers
Target groups	These services target job seekers who have difficulty finding the right career path or getting a job. For group counselling, some programmes are targeted at specific groups, such as the long-term unemployed, youth, international marriage immigrants and career-interrupted women.
Operated/managed by	Ministry of Employment and Labor
Number of beneficiaries	2 708 000 people in total in 2017
Cost	KRW 9.84 billion in 2017 for the implementation of occupational psychological tests, group counselling and psychological stability programmes. (This excludes the budget spent on developing and reforming occupational psychological tests and group counselling programmes).
Most relevant webpage - in original language	www.work.go.kr

Name of policy (Original)	생애경력설계 지원 서비스
Name of policy (English)	Lifelong career planning services
Short description	Comprehensive outplacement support and lifelong career planning services have been provided for employees and job-seekers aged 40 and older as part of the government's efforts to cope with job insecurity among older workers in the context of rapid population aging and a large number of baby boomers nearing their retirement age. This service has been provided through organizations designated as Job Hope Centres for Middle-Aged and Older People. The services are offered free of charge.
Objective	Provide career guidance and support to older workers who are at risk of job insecurity.
Target groups	Middle-aged and older people aged 40 and older
Operated/managed by	Ministry of Employment and Labor; Korea Labor Foundation
Number of beneficiaries	29 335 people in total in 2017
Cost	KRW 1.55 billion in 2017
Most relevant webpage - in original language	www.work.go.kr/senior

Name of policy (Original)	직업능력개발정보망
Name of policy (English)	HRD-Net

Short description	HRD-net is a successful example of an online database on adult learning. HRD-Net helps meet onsite needs by providing customised information on training institutes, training courses, etc. for those who demand training (e.g. individuals and businesses). It provides a wealth of information on subsidised training programmes available, including on the duration of the course, training costs, as well as training quality information.
Year of introduction	2002
Operated/managed by	Ministry of Employment and Labor; Korea Employment Information Service
Number of beneficiaries	11 million members (as of May 2018) and around 160 000 visits per day.
Cost	KRW 720 million in 2018.
Most relevant webpage - in original language	http://hrd.go.kr/hrdp/ma/pmmao/indexNew.do

Name of policy (Original)	자격정보시스템
Name of policy (English)	Q-Net
Short description	Q-Net is an integrated portal providing basic information on national skills and professional qualifications. It provides a customised service for users by recommending qualifications he/she might be interested in and providing information on benefits people enjoy after obtaining qualifications and careers related to the qualification. It also provides the application service for qualifications from application submission to qualification achievement.
Year of introduction	2001
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Number of beneficiaries	11 million members (as of May 2018) and around 136 000 visits per day.
Cost	KRW 949 million in 2018 (Maintenance budget)
Most relevant webpage - in original language	http://www.q-net.or.kr/man001.do?qSite=Q

Public awareness campaigns

Name of policy (Original)	직업능력개발의 달 행사
Name of policy (English)	Vocational Skills Month
Short description	September is designated as the month of vocational skill development. An event commemorating 'Vocational Skills Month' held every year. Major events include 1) 'Vocational Skills Month' Ceremony; 2) Conference on human capital development; 3) National Skills Competition; 4) Best-HRD Certification Competition; 5) Competition for businesses participating in the Work-Study Dual System; 6) Seminar on National Competency Standards; 7) Competition on learning organization in SMEs.
Objective	Aimed at the promotion of skills development and improvement of human resources
Target groups	General public
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Most relevant webpage - in original language	http://www.hrdkorea.kr/3/1/4/2

Name of policy (Original)	중소기업 CEO 및 HRD 담당자 연수
Name of policy (English)	Training programmes for SME CEOs and HRD managers

Short description	Korea has put in place various policies to raise awareness among CEOs on the benefit of training. HRD Korea has a training programme for SME CEOs and HRD managers through their headquarters and branch offices. The objective of this training is to encourage SME CEOs and managers to recognise the importance of vocational skills development and enhance their human resource development capabilities. This programme is free of charge, and training lasts 2 hours for CEOs and 4 hours for managers. In 2018, KRW 410 million (about EUR 320 718) was provided. Some 4 532 people benefited from the programme.
Objective	Aimed at creating a learning culture among managers and business owners.
Target groups	SME CEOs and HRD managers
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Number of beneficiaries	Some 4 532 people benefited from the programme in 2018
Cost	KRW 410 million (about EUR 320 718) in 2018

Name of policy (Original)	인적자원개발 우수기관 인증
Name of policy (English)	Best-HRD certification awards
Short description	The Ministry of Employment and Labor encourages companies to invest in human resource development by awarding Best-HRD Certification to companies that excel in human resource development and management. The selection criteria are geared towards competency-based HRM (hiring, promotion, wages, etc.) and the highest weight is given to the CEO's willingness to invest in human resource development. Companies that have received the Best-HRD certification are given preferential treatment in selecting various SME support projects.
Year of introduction	2006
Target groups	Employers who offer skills development opportunities for their employees
Operated/managed by	Ministry of Employment and Labor; HRD Korea
Number of beneficiaries	Since 2006, a total of 1 533 companies have applied for this programme and 676 companies have been certified, including 552 SMEs.
Most relevant webpage - in original language	http://www.hrdkorea.or.kr/3/1/2/2