

Lifelong learning promotion

: a case of South Korea

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- Invest new infra for all(Digitalization, Decarbonization and Globalization)



01

Lifelong learning promotion: a case of South Korea

Historical Background

Why South Korea?

Historic background

► Why South Korea?

How we made a difference

Korea government's road to
lifelong learning for all

Future challenges and
directions for all

Real industry school cooperation model for developing countries

- TVET in Korea has widely been credited for effectively supporting the rapid economic growth in the last 40 years(UNESCO-UNEVOC, 2018)
- Korea has among the most educated youth population in the OECD area(OECD, 2019)
- Korea Meister high school was selected as the best practice in the world(Mckinsey, 2012)

How we made a difference(1)

» Trends in Korea TVET Development

Historic background

► Why South Korea?

How we made a difference
What is the Korean model for
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1



2



3

50 years ago, Korea built "Korea-Germany Busan Vocational Training Center (currently Korea Polytechnics East Busan Campus) and "Changwon Polytechnic College" (currently Korea Polytechnics Changwon Campus) with the help of Germany.



5

4

Female employees are working at a 'Hankuk semiconductor' factory in Bucheon, Gyeonggi Province, the predecessor of Samsung Semiconductor. It was a time when semiconductors were produced with basic and simple equipments such as microscopes.





Historic background

► Why South Korea?

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How we made a difference(2)

The function of secondary vocational education and related policies have been continuously altered along with the transformation of industrial structure.

1960~1970s
Labor-intensive,
export-driven economy

1980~1990s
Technology-intensive
economy

2000s
Knowledge-based
economy

2010s
Knowledge-based
& High-skilled
economy

Economic era

**Direction of policy on
Vocational Education**

Work first,
then to College

Transition toward
lifelong education

Increasing
vocational education

Vocational education
for developing
human resources

Establishment
of vocational
education system

After mid-1990s

Increased opportunity for university education,
Emphasis on lifelong education

Before mid-1990s

Developing skilled workforce
to meet industrial needs

After mid-2000s

Emphasis on employment policy
for high school graduates,
resulted from a shortage of jobs
for university graduates
and the needs for lowering job-entering ages
due to a low birth rate and the retirement of
baby-boom generation

How we made a difference(3)

» Achievements of Vocational Training (VT)

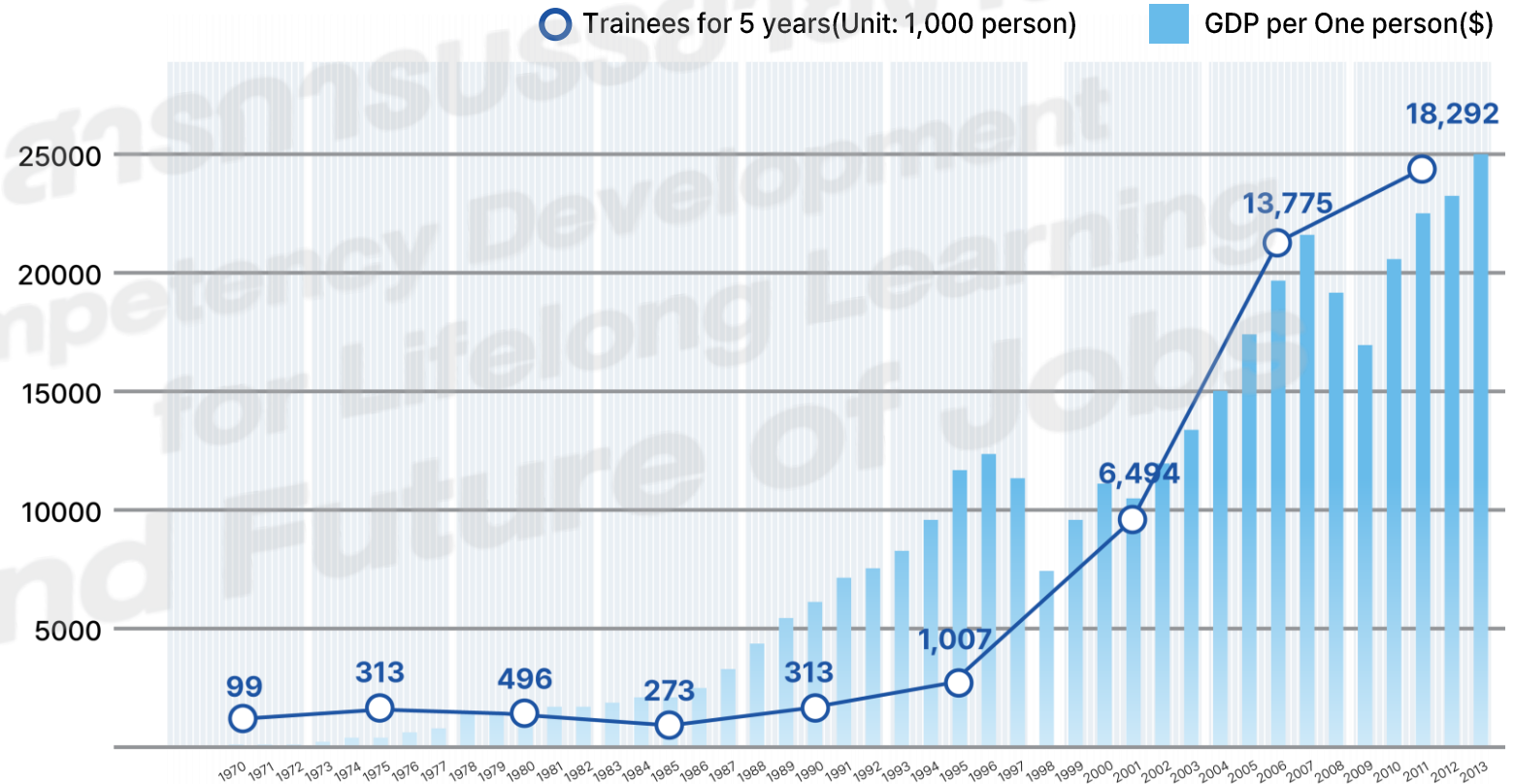
» Increasement of per capita GDP has a linear relationship with the total no. of trainees by every 5 years

► Why South Korea?

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How we made a difference(4)

Historic background

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» Trends of Important figures over last 3 years

Category	2019	2020	2021
Trainings for Job Seekers	242,850	427,106	669,463
Trainings for Current Employees	3,186,628	2,437,856	3,992,319
Total	3,429,478	2,864,962	4,661,782

* EIS(Employment Information Service) System from

- ✓ **Number of Trainees** : About 4.6 million a year (about 8% of the Korea population)
- ✓ **Number of Training Courses** : About 77,189 (2021) (Assessed by KSQA)
- ✓ **Number of Training Providers** : About 4,238 (2021) (Registered by KSQA)

» Current status & diagnosis of life-long learning

Reform current lifelong based TVET programs

Historic background

► Why South Korea?

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» Map of the Vocational Skills Development Training Project

Private training	Employer	• Vocational competency development training for employers • Consortium for the HRD Ability Magnified Program(CHAMP) • Customized for each region and industry • Industry-led training for youths • Work-Learning Dual System
	Individual	• National Tomorrow Learning Card System - Training for key working-level HR(K-Digital training) - K-Digital Basic competency training - Training in national key strategic industries (including the training tailored to companies) - Specialized training for high school
	Etc.	• Vocational competency development training for employers • Consortium for the HRD Ability Magnified Program(CHAMP) • Customized for each region and industry • Industry-led training for youths • Work-Learning Dual System
Public training	• Training for Multi-functional Engineers • Training for Craftsman • High-tech, specialized training for a middle-aged	
Enterprise support	• Training for Multi-functional Engineers • Training for Craftsman • High-tech, specialized training for a middle-aged	



02

Lifelong learning promotion: a case of South Korea

Korea government's road to lifelong learning for all

» Current status & diagnosis of life-long learning

Industrial transformation increases demand for new manpower

Historic background

Korea government's road to lifelong learning for all

► Current status & diagnosis of life-long learning

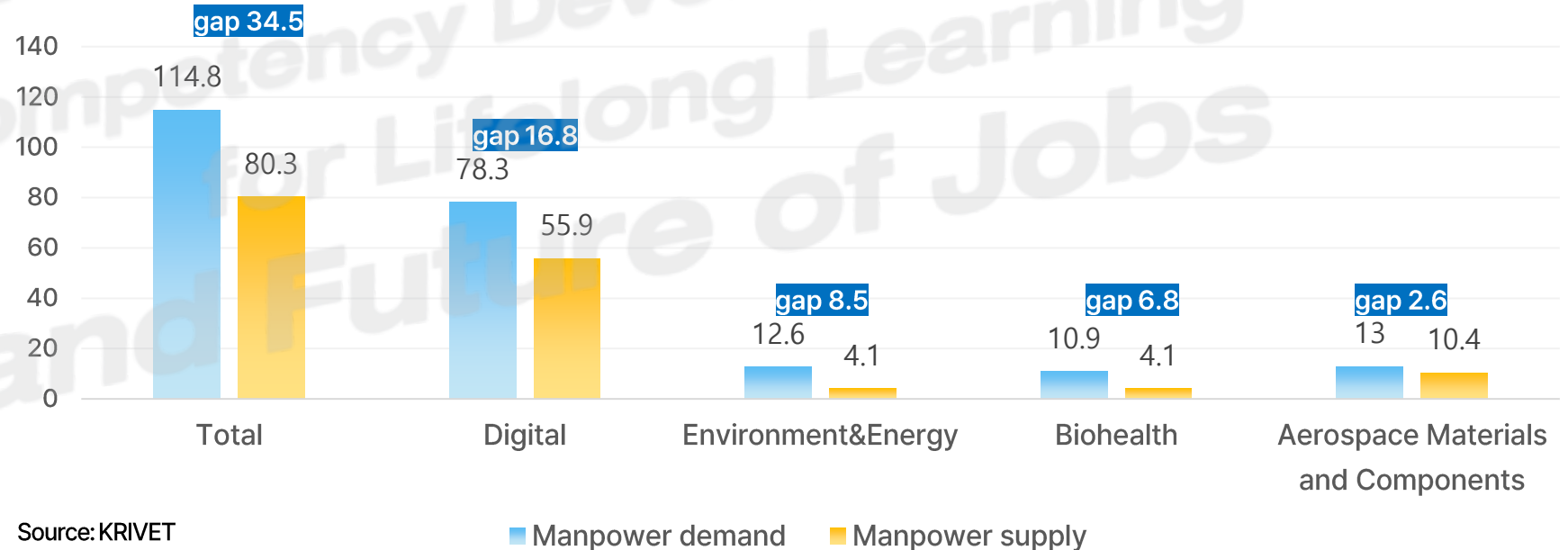
Policy direction & Tasks

Implication

Future challenges and directions for all

- ✓ Despite the rapid increase in demand for manpower in the advanced industry, supply is not keeping up.
- ✓ In the next five years (2023-2027), a shortage of 345,000 people in new technology fields such as digital, environment, and energy is expected(KRIVET)

» Projected shortage of personnel in new industries for 2023-27



» Current status & diagnosis of life-long learning

Industrial transformation increases demand for new manpower

Historic background

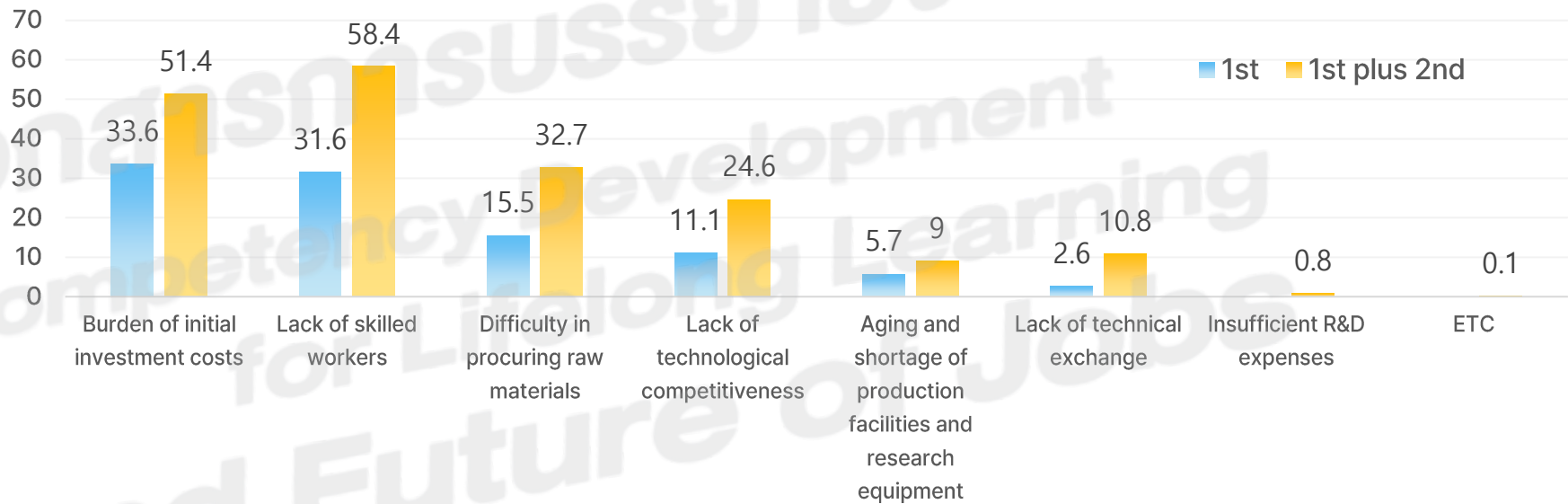
Korea government's road to lifelong learning for all

▶ 직업능력개발의 현황 및 진단

추진방향 및 과제
기대효과

Future challenges and directions for all

» Challenges in the development of robotics industry technology

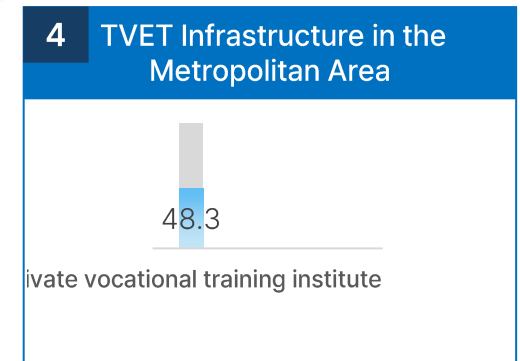
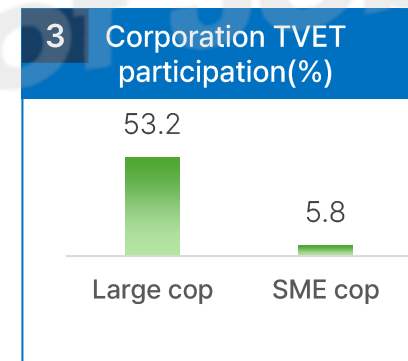
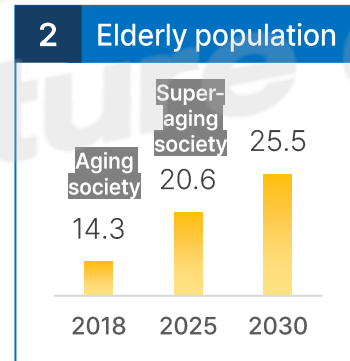
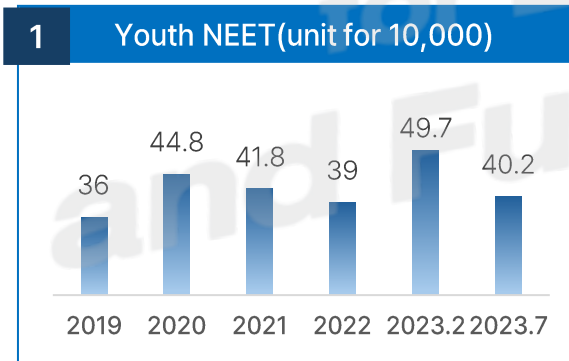


Source : Ministry of Trade, Industry and Energy & Korea Robot Industry Association (2023.12)

» Current status & diagnosis of life-long learning

Vulnerable groups, SMEs, and local regions have low participation in job skill development

- ☑ Decrease in productive population due to population decline, aging, etc.
- ☑ Small and medium-sized enterprises have a low training participation rate of 5% due to lack of awareness of job skill development and administrative burden
- ☑ Most of the participants and infrastructure for job training are concentrated in the metropolitan area (68.5% in the metropolitan area)



» Current status & diagnosis of life-long learning

Strengthening support for vulnerable job training targets

Historic background

Korea government's road to lifelong learning for all

► Current status & diagnosis of life-long learning

Policy direction & Tasks

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Future challenges and directions for all

» Skill based HR policy

- ✓ As industries change rapidly, the importance of reskilling and upskilling continues

* 1/3 of jobs worldwide will change by 2030 (World Economic Forum, '20)

- ✓ A movement to utilize and apply skill-based data to all aspects of human resource management (job reassignment, competency assessment, career path development, provision of career development opportunities, etc.)

GSS 2022		
1. Reskilling/Upskilling (1)	12.5%	↔
2. Collaborative/social learning (2)	9.6%	↑
3. Personalization/adaptive delivery (4)	8.1%	↓
4. Coaching/mentoring (6)	7.6%	↑
5. Learning analytics (3)	7.3%	↓
6. Skills-based talent management (new)	7.2%	new
7. Micro learning (7)	6.9%	↔
8. Learning experience platforms (5)	6.7%	↓
9. Consulting more deeply with the business (9)	6.1%	↑
10. Showing value (8)	5.5%	↓
11. Performance support (10)	4.9%	↓
12. Artificial intelligence (12)	4.7%	↑
13. Virtual and augmented reality(13)	4.7%	↑
14. Mobile delivery (11)	4.0%	↓
15. Curation (14)	2.7%	↓
16. Other (16)	1.4%	↓

GSS 2023		
1. Reskilling/upskilling (1)	12.0%	↓
2. Artificial intelligence (12)	9.2%	↑
3. Skills-based talent management (6)	9.0%	↑
4. Learning analytics (5)	7.8%	↑
5. Collaborative/social learning (2)	7.5%	↓
6. Personalization/adaptive delivery (3)	7.5%	↓
7. Coaching/mentoring (4)	7.4%	↓
8. Consulting more deeply with the business (9)	6.6%	↑
9. Showing value (10)	6.3%	↑
10. Micro learning (7)	6.1%	↓
11. Learning experience platforms (8)	6.1%	↔
12. Performance support (11)	4.9%	↑
13. Virtual and augmented reality (13)	3.5%	↓
14. The Metaverse (new)	2.6%	new
15. Mobile delivery (14)	2.2%	↓
16. Other (16)	1.4%	↓

► Policy direction & tasks

1. Reform of vocational training(1)

► Expanding support and participation targets

- ☑ Extend the scope of support to those who work to become advanced technicians
- ☑ Support the use of cutting-edge technology* in corporate management by allowing business owners to participate

* Creating new business models, corporate application cases, and training by utilizing production-type AI, etc.

► Expansion of KDT training support areas

21 new technology fields	
Digital	①Artificial intelligence ②cloud ③internet of things ④digital ④Metaverse ⑥General SW ⑦Blockchain ⑧big data ⑨cyber security
Advanced Industry	⑩Secondary battery ⑪display 3d printing ⑫high-tech industry ⑬Advanced materials ⑭drone ⑮semiconductor ⑯Nano ⑰robot ⑱biohealth ⑲eco-up ⑳Renewable Energy ㉑Hydrogen

Convergence

Humanities and
Social Sciences/
New Technology
Occupations
+
New Technology
Occupations

» Policy direction & tasks

1. Reform of vocational training(2)

Historic background

Korea government's road to lifelong learning for all

Current status & diagnosis of
life-long learning

► Policy direction & Tasks

Implication

Future challenges and directions for all

Utilizing excellent training programs for large corporations' own employees

- ☑ establishment of a content-based joint training model that provides training to workers from cooperative small and medium-sized enterprises ('24.)

	Training facility	Training course
Current	Government infrastructure construction support (regulations such as self-payment)	Short-term focus (within 8 hours per day)
Revision	Utilization of existing infrastructure by large corporations	Modular, mid- to long-term (at least 40 hours)

- ☑ Support systematic competency development of workers in small and medium-sized businesses by conducting competency evaluation and certification* (in-house, private qualifications, etc.) for training graduates.

* Large companies utilize existing in-house/private qualification systems or develop new ones to provide services to workers in small and medium-sized businesses

→ Support for external consulting costs, etc. for qualification system supplementation and new development

» Policy direction & tasks

2. Reform of the qualification system (1)

» Vocational Skill Development with KQF, SQF based on NCS (National Competency Standards)

Historic background

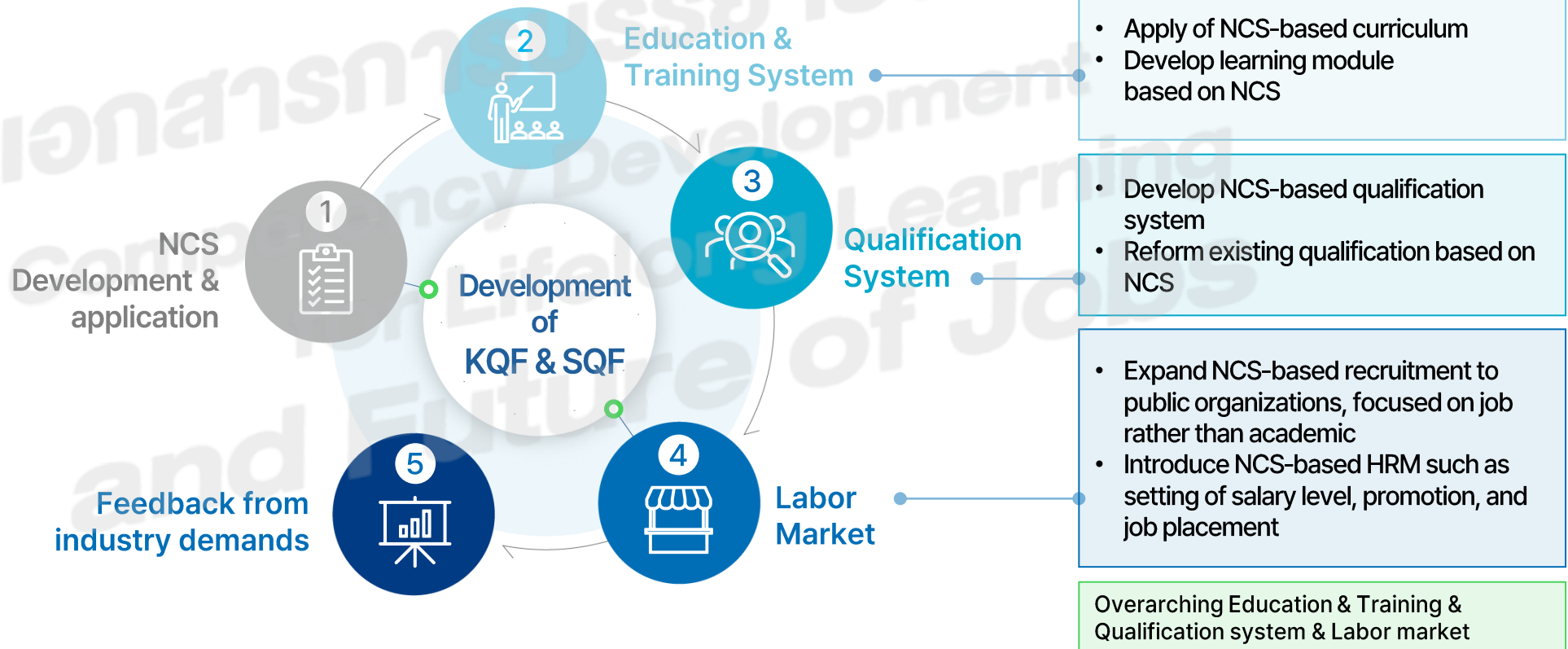
Korea government's road to lifelong learning for all

Current status & diagnosis of
life-long learning

► Policy direction & Tasks

Implication

Future challenges and directions for all

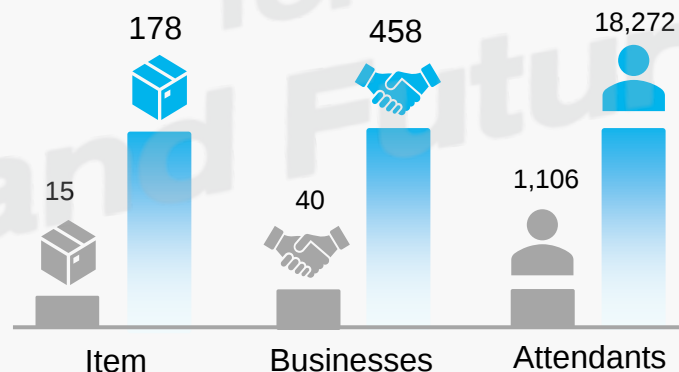
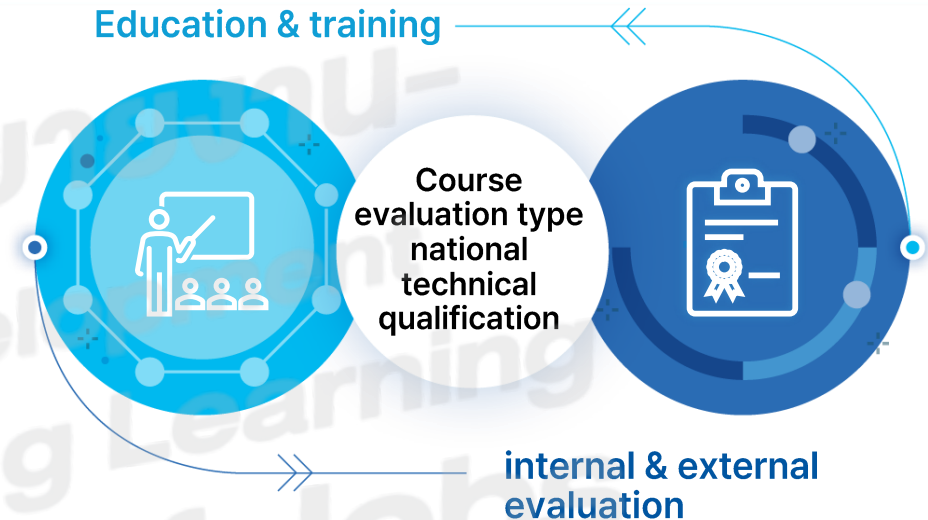


» Policy direction & tasks

2. Reform of the qualification system (2)

► Program-Based National Technical Qualification

- ✓ National technical qualification acquired through systematic completion of education and training courses designed with NCS (National Competency Standards) and internal and external evaluation



- Since the first 15 items were selected in 2015, new items are selected and operated annually.
- As of 2021, 18,272 participants from 458 institutions in 103 events
- Year by year, the number of operating items, operating institutions, and participants continues to increase.

» Policy direction & tasks

2. Reform of the qualification system (3)

Historic background

Korea government's road to lifelong learning for all

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► Policy direction & Tasks

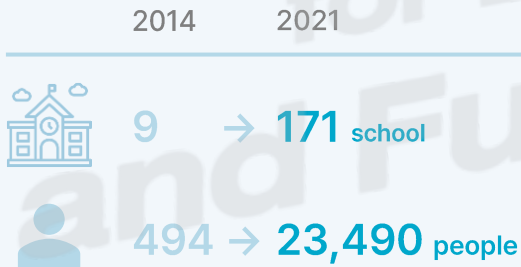
Implication

Future challenges and directions for all

► Work-based TVET through Korea Dual System

Apprenticeship school

Students of specialized
school become a learning
worker in a company



P-Tech

Pathways in Technical Education,
oriented Convergent High Technology

Running integrated curriculum
for high school and college
(Polytechnic)

Cultivate middle and high skilled
people responding to industry
demands (1,414 participants, 2021)

Reducing pressure to enter higher education
institute, So it is possible for high school
students to make early entry to labor market

IPP Type

Industry Professional Practice

Work and learning dual system
for university (4-years)
by converging IPP with work
and learning dual system.



» Current status & diagnosis of life-long learning

Adapts in the qualification system due to rapid industrial changes

Historic background

Korea government's road to lifelong learning for all

► Current status & diagnosis of life-long learning

Policy direction & Tasks

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Future challenges and directions for all

► Trends in Korea Dual program Development

✓ Top 15 Korea Dual program by Year (Based on participants)

	2016	2017	2018	2019	2020	2021	2022
1	Electronic productionL2	CNC milling processing L3	CNC milling processing L3	CNC milling processing L3	CNC milling processing L3	Electronic productionL2	SW developmentL5
2	manual welding(CO2)L2	Electronic productionL2	Electronic productionL2	Electronic productionL2	manual welding(CO2)L2	manual welding(CO2)L2	Mechanical Element DesignL3
3	sw developmentL4	Quality managementL3	Medical CoordinatorL3	Quality managementL3	Quality managementL3	SW developmentL5	CNC milling processing L3
4	Cutting processing(Milling) L3	sw developmentL5	CNCShelf processingL3	manual welding(CO2)L2	Electronic productionL2	CNC MillingL3	Electronic productionL2
5	Cutting processing(Shelf)L3	Medical CoordinatorL3	Quality managementL3	medical careL2	Medical CoordinatorL3	Quality managementL3	Electronic device Hardware Development L3
6	Automobile maintenancel2	CNCShelf processingL3	SW developmentL5	Medical CoordinatorL3	SW developmentL5	medical careL2	manual welding(CO2)L2
7	Double shot moldingL3	Electric ConstructionL2	manual welding(CO2)L2	Mechanical Element DesignL3	medical careL2	Mechanical Element DesignL3	Electronic productionL4
8	social workerL3	manual welding(CO2)L2	medical careL2	CNCShelf processingL3	Production managementL3	Production managementL3	HotelFood and beverage serviceL3
9	salesL3	e-BusinessL3	sw developmentL3	SW developmentL5	social workerL3	Medical CoordinatorL3	Food and beverage serviceL3
10	Mechanical Element DesignL3	medical careL2	Automobile maintenancel2	sw developmentL3	Automobile maintenancel2	social workerL3	sw developmentL3
11	sw developmentL3	sw developmentL3	Electronic device Hardware Development L3	Electronic device Hardware Development L3	Mechanical Element DesignL3	sw developmentL3	Assembly devicesHotelL3
12	Press mold manufacturinL3	Food and beverage serviceL3	social workerL3	Automobile maintenancel2	manual welding(CO2)L4	Marketing StrategyL5	Tax,accounting managementL3
13	Medical CoordinatorL3	Automobile maintenancel2	Mechanical Element DesignL3	Food and beverage serviceL3	CNCShelf processingL3	Electronic device Hardware Development L3	Automobile maintenancel2
14	Project managementL3	salesL3	Production managementL3	Production managementL3	e-Business L3	Food and beverage serviceL3	Production managementL3
15	crane controlL2	Electronic device Hardware Development L3	Tax,accounting managementL2	Assembly devicesHotelL3	Electric ConstructionL2	Automobile maintenancel2	Manufacturing Automatic control deviceL3

» Current status & diagnosis of life-long learning

Future Demand forecast for Korea Dual program

Historic background

Korea government's road to lifelong learning for all

► Current status & diagnosis of life-long learning

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Future challenges and directions for all

	Expected a rise In demand* within the next 5 years	Expected a fall In demand** within the next 5 years
Level of qualification	Includes a large number of highly skilled courses above L4	L2 or L3 high school/college level
Qualification	SW Development_L5(18 institutions), sw development_L3(11 institutions), Quality management_L3(6 institutions), Mechanical Element Design_L3(5 institutions), Semiconductor Equipment_L5(5 institutions), Production management_L3(5 institutions), Electronic device Hardware Development _L3(5 institutions), CNC Milling Processing_L3(4 institutions), Structural analysis_L4(3 institutions), Ship equipment design_L3(3 institutions), Embedded SW development_L5(3 institutions), Manufacturing Automatic control device_L3(3 institutions), Electric Construction_L2(3 institutions), Electronic device Hardware Development _L5(3 institutions)	Mechanical Element Design_L3(4 institutions), manual welding(CO2 welding)_L2(4institutions), Quality management_L3(4institutions), CNC Milling processing_L3(3 institutions), CNCShelf processing_L3(3 institutions), machinery assembly_L2(3 institutions), Assembly devices Hotel_L3(3 institutions), Milling processing_L2(3 institutions), Automobile maintenance_L2(3 institutions), Electronic production_L2(3 institutions)

* Demand is expected to rise in high-tech manufacturing industries related to 'development' such as SW Development, Semiconductor Equipm ent, Electronic Device, Hardware and Automatic Control Devices.

** Demand is expected to fall in 'production' manufacturing sector such as manual welding, CNC and assembly, processing or maintenance.

» Policy direction & tasks

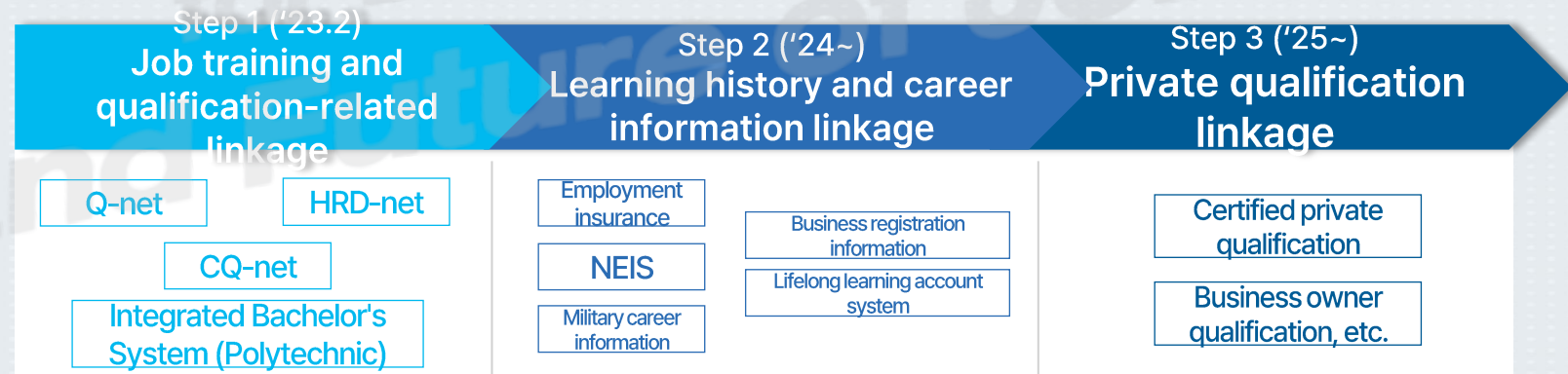
3. Linkage between vocational training and qualifications (1)

- ✓ Worknet, Employment Insurance DB, Q-net, etc., personal competency information is linked to HRD-Net to provide individual job competency level diagnosis and customized training services ('24~)

• Establish a job competency bank information system to support systematic management of individual job competency information and gradually improve it to support individual-led lifelong career management ('23.9~)

* Job competency bank system: 'Individual job competency recognition and management system' that allows individuals to save and integrate various job competencies acquired throughout their lives and utilize them for employment and personnel placement, etc.

► Step-by-step expansion of job competency bank system linkage information (plan)



» Policy direction & tasks

3. Linkage between vocational training and qualifications (2)

Historic background

Korea government's road to lifelong learning for all

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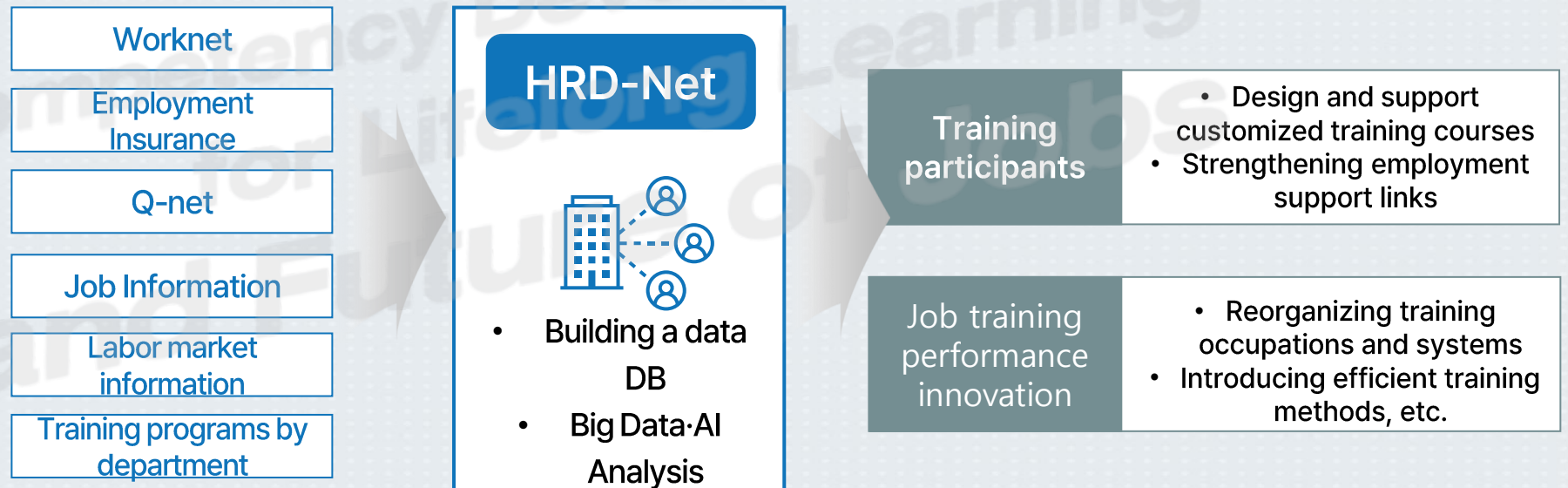
► Policy direction & Tasks

Implication

Future challenges and directions for all

- ☑ In order for all citizens to search and utilize information related to human resource development projects in one place, information on training programs by department is integrated and linked into HRD-net.

*Jobs, qualifications, job information, support targets and levels by business, training institution information, etc.



» Policy direction & tasks

3. Linkage between vocational training and qualifications (3)

Historic background

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► Policy direction & Tasks

Implication

Future challenges and directions for all

► HRD Road map, Corporation

1 Start up

Systematic on-the-job training(S-OJT)

2 Growth

Support learning system for SMEs

Korea dual program

National Human Resource Development Consortium

Human resource development programs customized to state and industries

Employer Vocational Education Development Training

HRD Self assessment service

3 Stagnant

Human Resource Development Conference

4 Leap period

Korea Industrial Professor

5 Arrival

Certification of Excellence HRD Institution

3. Linkage between vocational training and qualifications (4)

Historic background

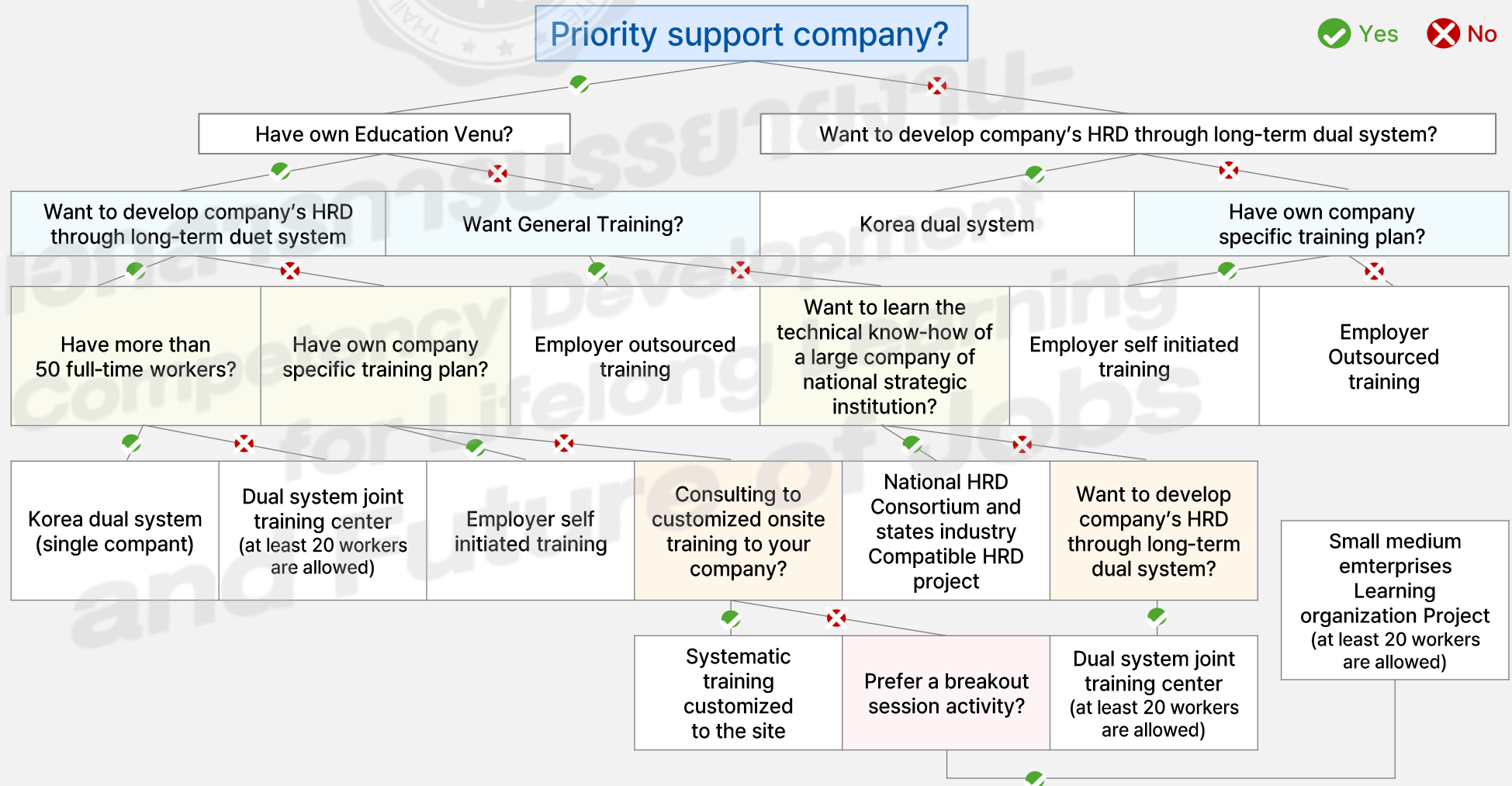
Korea government's road to
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Implication

Future challenges and
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» Implications

Benefits

Historic background

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Policy direction & Tasks

► Implication

Future challenges and directions for all

	As-is		To-be
Talent development	Aggravating manpower shortage in cutting-edge industries and other fields	>	Resolving on-site manpower shortage through rapid talent
Dual structure resolution	Job training centered on large corporations Training implementation rate for small and medium-sized enterprises: 42% ¹⁾	>	Increasing participation in SME training 60% SME training implementation rate
	Occurrence of training exclusion areas		Activating regional balance
Personal training	Participation in training for hobby/leisure purposes	>	Strengthening training for the purpose of improving job skills
Corporate Training	Rigid training	>	Flexible and on-site-appropriate training
Training institution	Illegal/inadequate training	>	Creating a sound training market by eliminating unfair and poor training
Job training participants	Training 847,000 unemployed people Training 2.98 million business owners	>	Training 1 million unemployed people Training 3.5 million business owners

1) Training implementation rate for companies with 10 to 300 employees, and more than 80% of companies with 300 or more employees are implementing training.

What is the Korean model for Lifelong learning

Historic background

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Policy direction & Tasks

► Implication

Future challenges and directions for all



03

Lifelong learning promotion: a case of South Korea



Future challenges and directions With ASEAN Countries

Invest new infra for all (Decarbonization)

Historic background

Korea government's road to
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Future challenges and
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▶ Invest new infra for all

RE 100



Apple

Apple already announced in 2018 that it had succeeded in sourcing 100% of its electricity from renewable energy for its corporate operations.



amazon



Global companies such as Google, Amazon, and Starbucks are joining the use of renewable energy. And these companies are demanding that their business partners also participate in RE100.



한국폴리텍대학

Korea Polytechnic University is also responding to changes in industrial structure by focusing its vocational training on 'digital and low carbon' and accelerating the training personnel.

AI & Low
Carbon
Department

10 new ones

Student enroll

compared to
previous year

2x ↑



대한민국정부

1 It is necessary to promote joint efforts to foster human resources in the low-carbon sector through cooperation with ASEAN countries.

2 The International Cooperation Fund and ODA need to focus on fostering low-carbon human resources and proactively respond to industrial changes.

Invest new infra for all(Decarbonization)

Historic background

Korea government’s road to
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Future challenges and
directions for all

▶ Invest new infra for all



division	campus	Department	Major/Occupation (Number of people)	division	campus	Department	Major/Occupation (Number of people)
2022	Seong-Nam	Green semiconductor design	Electric vehicle production and maintenance (25) Electric vehicle performance evaluation (20)	2023	Hongseong	Electric car	Electric vehicle production and maintenance (25) Electric vehicle performance evaluation (20)
	Jeonbuk	Agricultural biosystem	Biosystem (25) Agricultural Life System (20)		Gwangju	Energy materials	Energy materials (25) Energy system (20)
	Jeonbuk	Smart electric car	Electric vehicle manufacturing (25) Electric vehicle system (20)		Jeonnam	Future electric vehicle	Future electric vehicle maintenance (25) Future electric vehicle system (20)
	Daegu	Green semiconductor system	Low-power semiconductor design (25) Semiconductor process operation (20)		Ulsan	Mechanical system	Future mobility parts manufacturing (25) Development of future mobility parts (20)
	Daegu	Secondary battery system	Secondary battery facility operation (25) Secondary battery recycling (20)		Busan	Electric car	Low-carbon car maintenance (25) Low-carbon vehicle advanced maintenance (20)

Invest new infra for all (Digitalization)

- ☑ It is necessary to introduce policy for attracting global talent



USA

In order to secure global leadership in the AI field, we are actively promoting the recruitment and support of overseas talent.

The White House announced plans to expand STEM visa pathways in an executive order on AI development and use

* Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence

** Key talent policy contents include plans to expand visa pathways to attract STEM and AI talent

- ☑ Korea also has an active policy to secure excellent skilled talent from overseas



Korea

Expansion of the work-study program for 1,000 foreign students in 2024

Expanding employment visas (E7 visas) to service industries as well as manufacturing industries

Invest new infra for all (Digitalization)

Historic background

Korea government's road to
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Future challenges and directions for all

► Invest new infra for all

Nation	Case	Type			
		a	b	c	d
Germany 	Aribus' innovation			✓	✓
	ABB's modernization of dual program training			✓	✓
Denmark 	Establishing a separate career development path for potential talents	✓			✓
	Establishment of knowledge sharing center for robot technology and automation	✓			
France 	Running Jule Verne manufacturing academy			✓	✓
	Operating qualification campuses and transportation sector jobs				✓
Ireland 	Developing new dual program under the wave of technology changes		✓		
	Modernization of occupations in designated technician dual program	✓			
Italy 	Bosch industry 4.0 human resources development program		✓	✓	
	Advancement of dual program in advanced manufacturing sector				
Australia 	Simens dual program advanced pilot program	✓	✓	✓	
	Varley group's advancement of dual program				
USA 	Optimization of dual program in Oberg industry				
	Mechatronics dual program of Festo Didactic	✓		✓	

Note) a: Modernization of existing occupations, b: Development of new & emerging occupation program, c: development of new corporate-led dual programs (ex. Private autonomous dual programs, etc.), d: Systematization of dual program processes within clusters

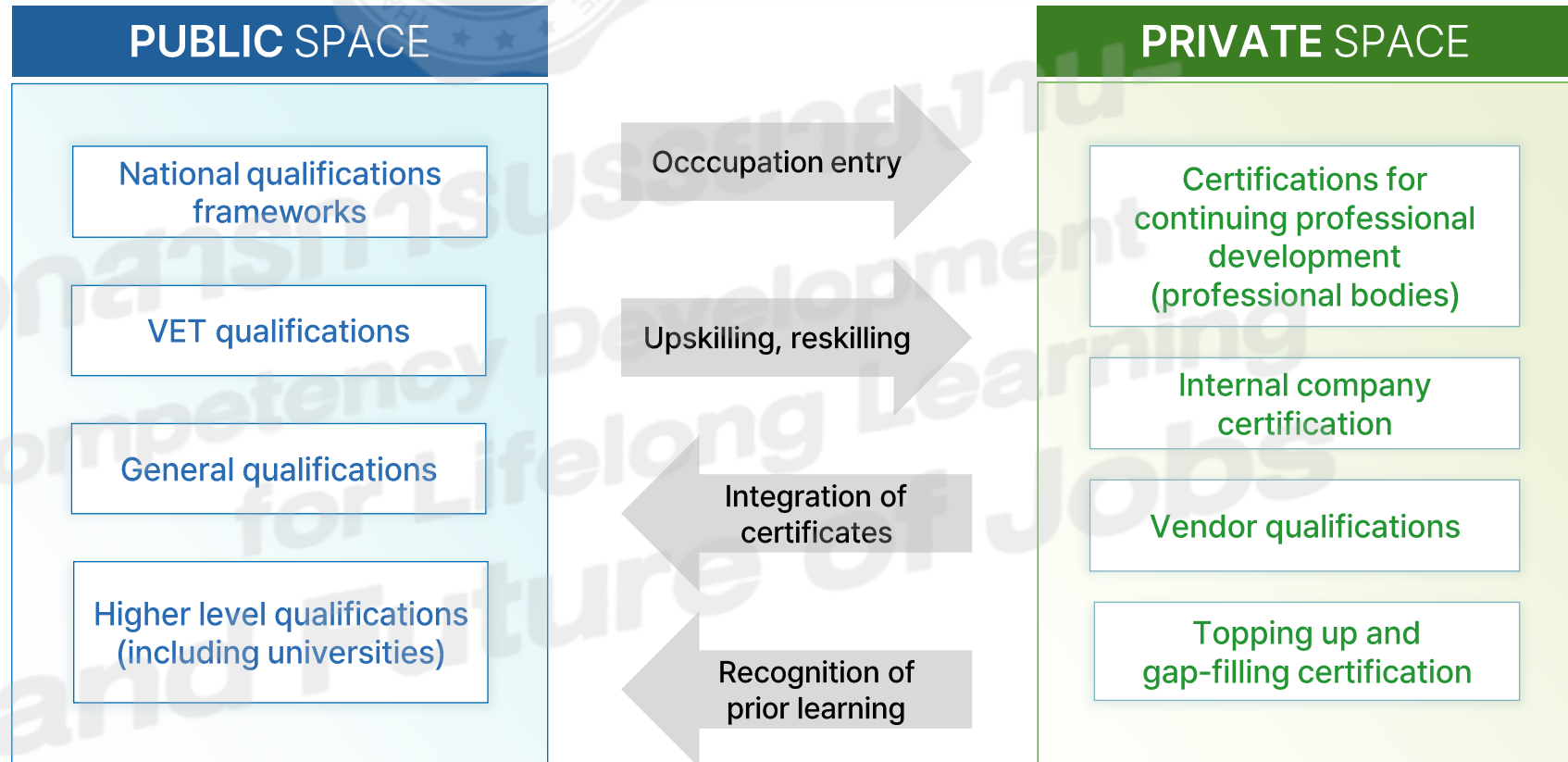
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Historic background

Korea government's road to
lifelong learning for all

Future challenges and
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출처 : Anastasia Pouliou(2024) EXPLORING THE EMERGENCE OF MICROCREDENTIALS IN VOCATIONAL EDUCATION AND TRAINING (VET). Cedefop.

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- Mutual recognition agreement of qualification between countries is the effective way for facilitating the movement of skilled person.

- Example of Korea's MRA on qualification *with*



Architect
APEC Architect
• Korea • EU (on-going) • Korea • US (on-going)

Engineer
International Engineer (2015)
• Korea –Australia (2015) • Korea – US (2016, Texas only)

Certificate
• Korea • Japan (IT, 2001) • Korea • China (IT, 2006) • Korea • Vietnam (IT, 2008) • Korea • Thailand (Welder, 2024 on-going)

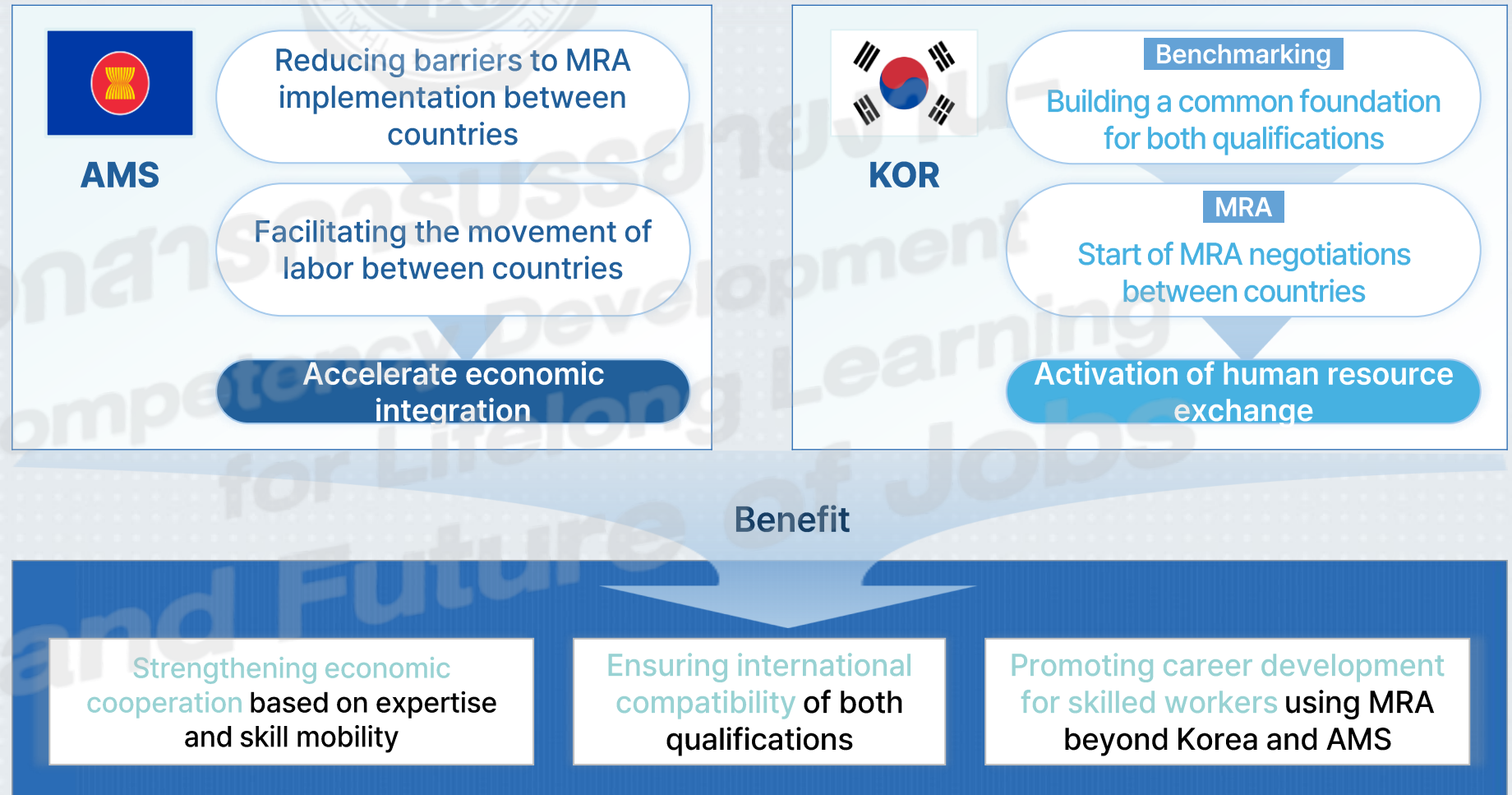
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Lifelong learning promotion
: a case of South Korea

Thank you

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