

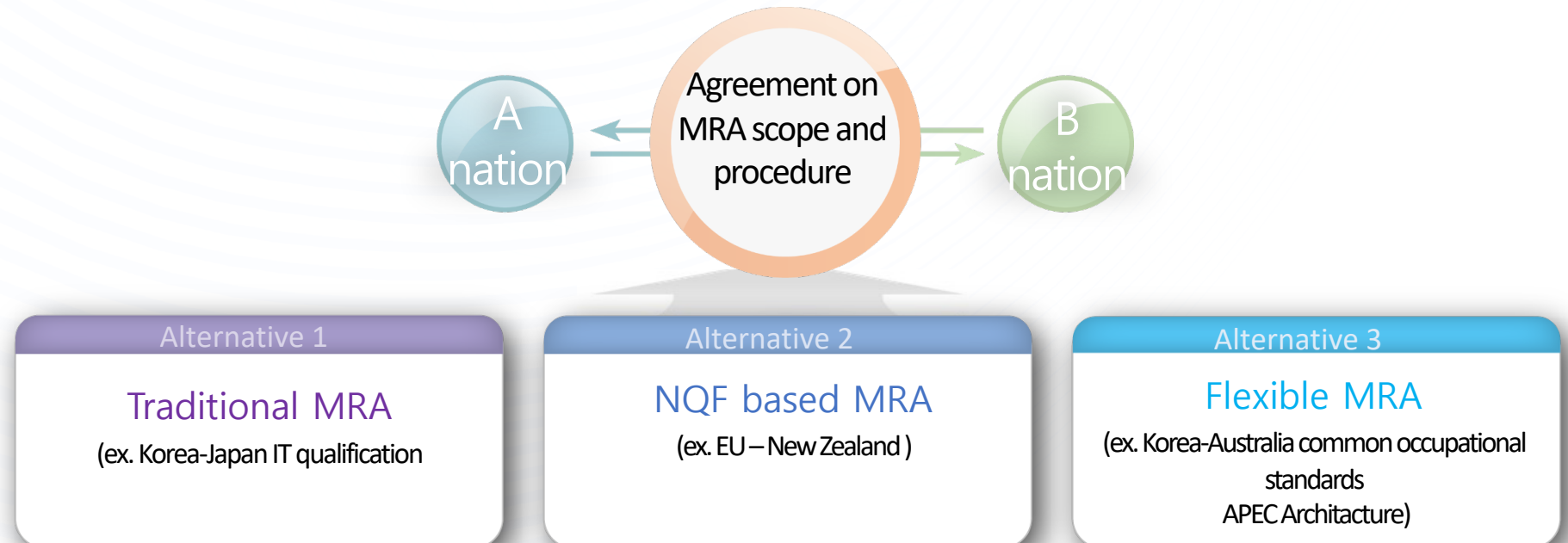
# **HRDK's initiatives in mutual recognition of qualification with partner countries including ASEAN**

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# Meaning of MRA

- 1 **MRA** is the most powerful mechanism to overcome technical barriers such as recognizing skills or issuing visa for labor mobility
- 2 Current arrangements for international recognition of occupational qualification are very complex
  - Degree of regulation
  - Scope of tasks
  - Education and training tradition
- 3 Recently, more flexible alternatives for traditional MRA are emerging

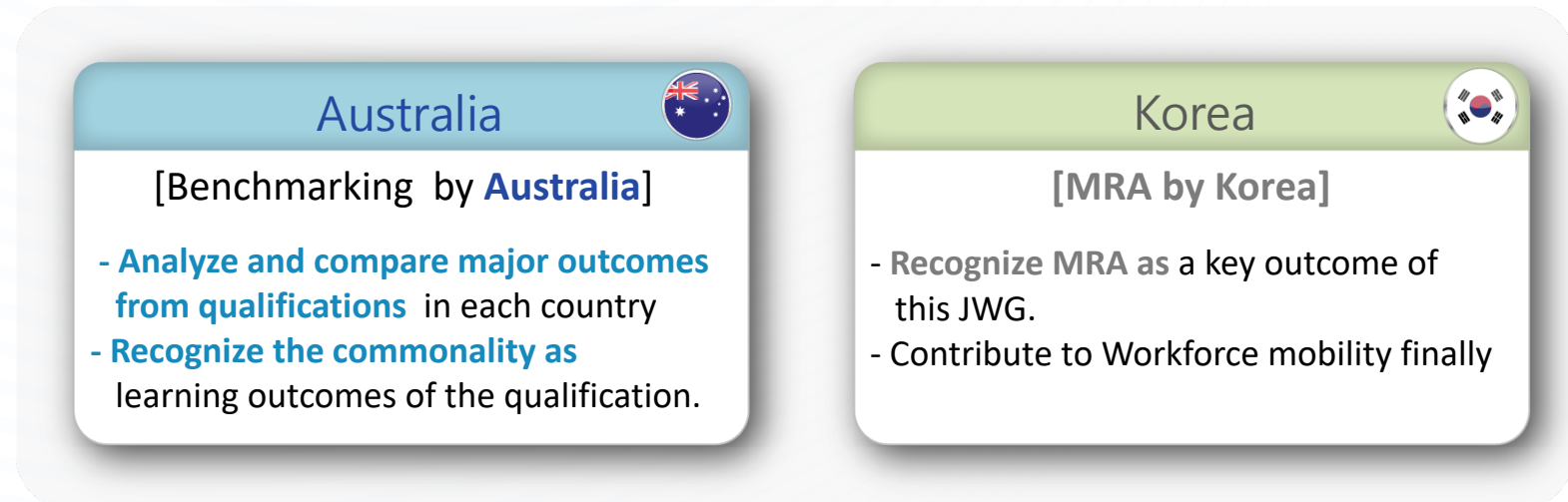


# Korea experience in MRA (Overall)

## 1 Traditional MRA



## 2 New methods as using Common Occupational Standard



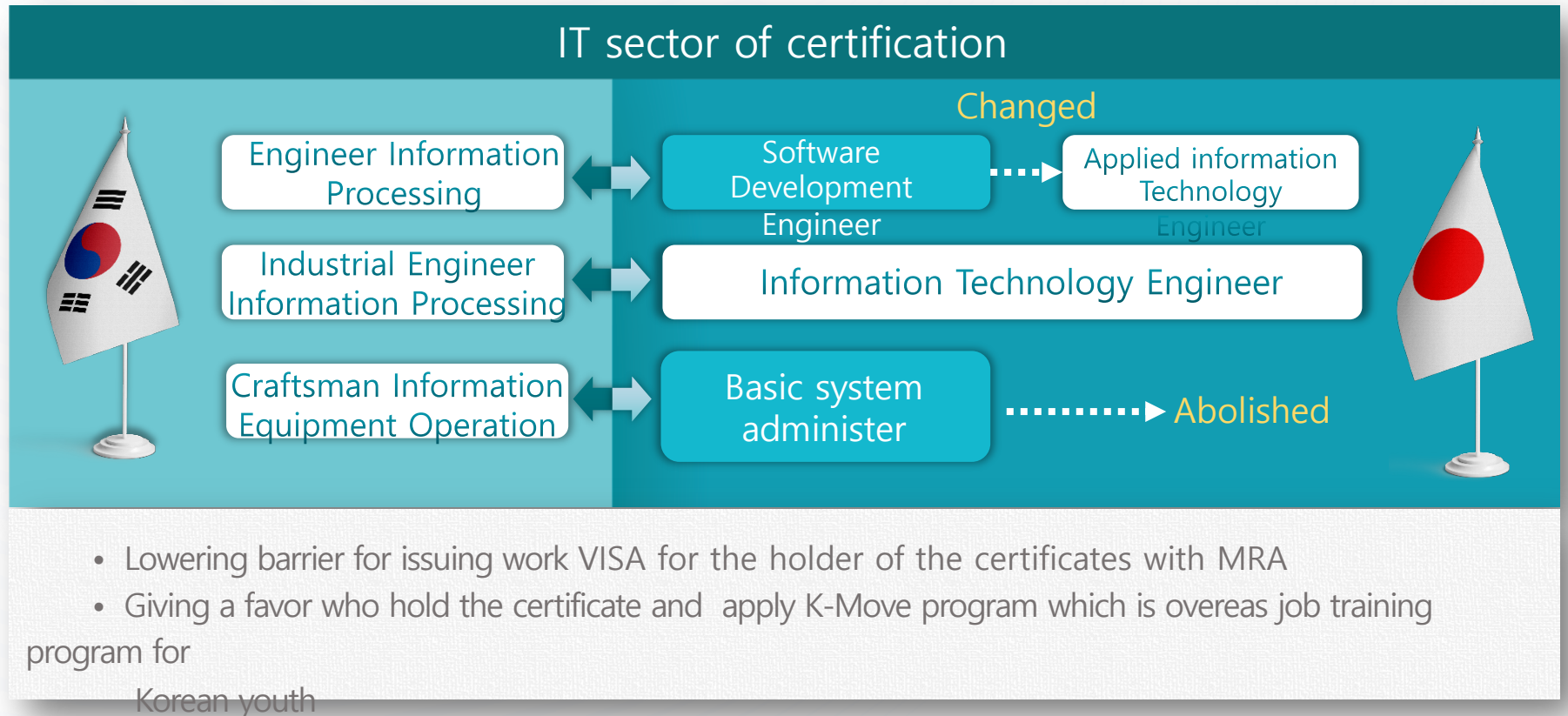
# Korea experience in MRA (Korea-Japan)

## MRA of IT Certificate between Korea and Japan

(2000) Japan proposed Korea MRA in 「ASEAN+3 economic ministerial meeting, AMM」

(2001) Concluding MRA between Korea and Japan on IT certificates

- Korea(HRD Korea) and Japan(JITEC) do MRA negotiation and endorsed them by each country's Ministry





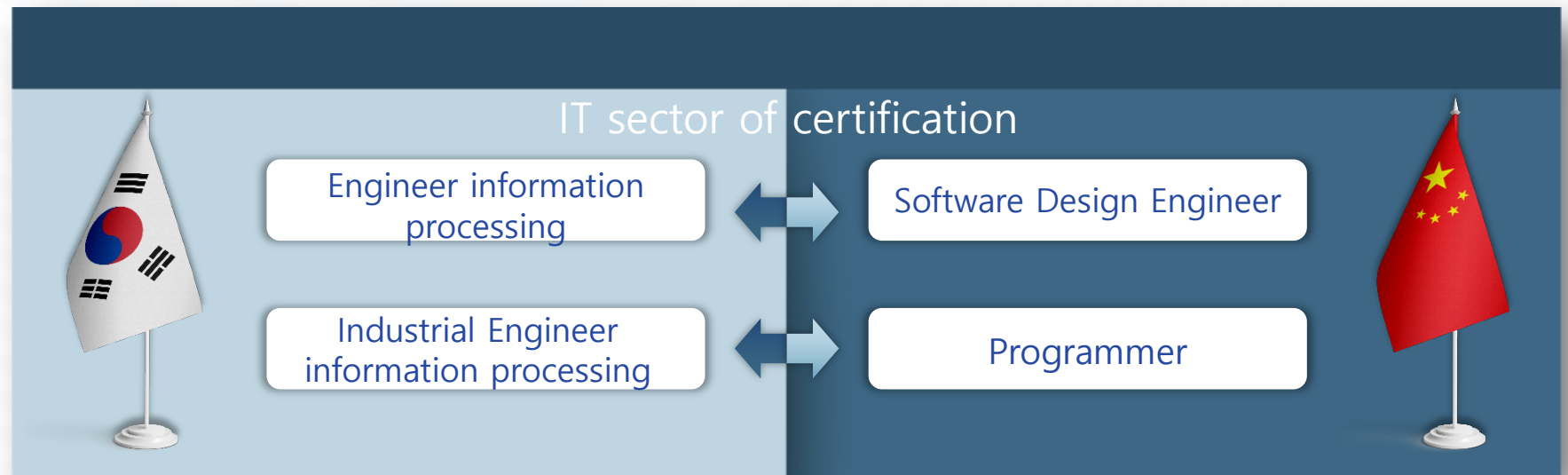
# Korea experience in MRA (Korea-China)

## MRA of IT Certificate between Korea and China

(2005) Start to conversation on MRA

(2006) Concluding MRA between Korea and China on IT certificates

- Korea(HRD Korea) and China(CEIAEC) do MRA negotiation and endorsed them by each country's Ministry



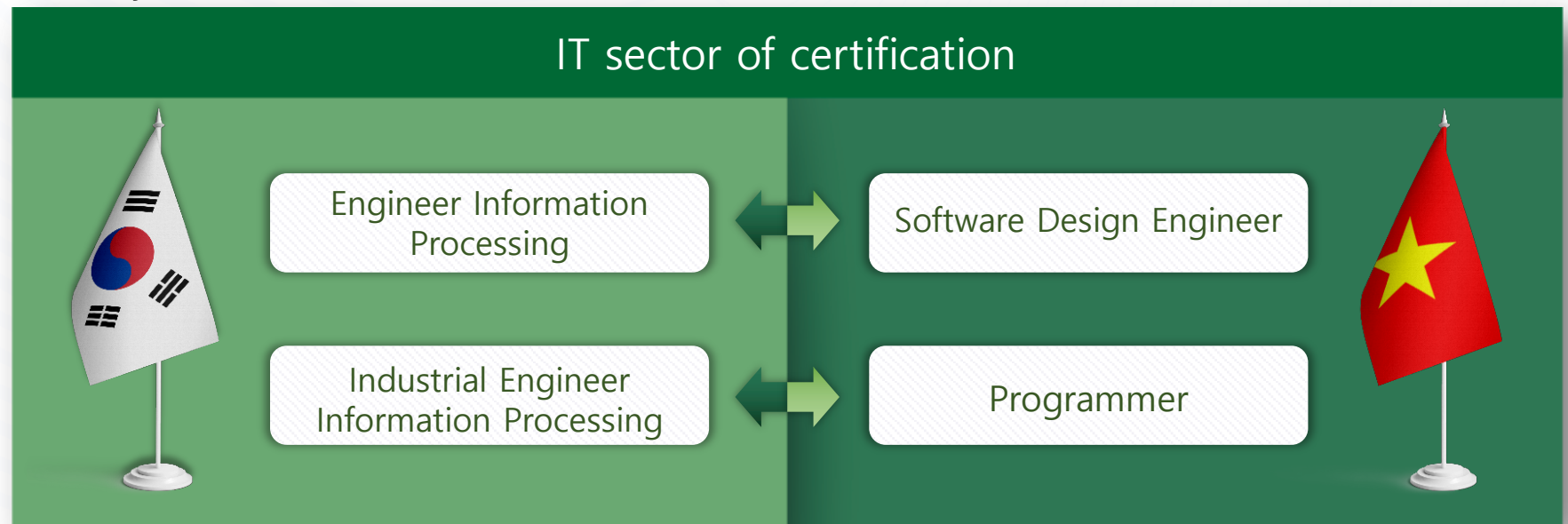
## Korea experience in MRA (Korea-Vietnam)

### MRA of IT certificate between Korea and Vietnam

(2008) Concluding MRA between Korea and Vietnam on IT certificates

- Korea(HRD Korea) and Vietnam(VITEC) do MRA negotiation and endorsed them by each

country's Ministries



# Korea experience in MRA

## Achievements in MRA of IT Certificate between Korea and Japan

### ① Immigration Restrictions eased

#### Immigration Regulation and Visa Requirements Revised

##### Japan

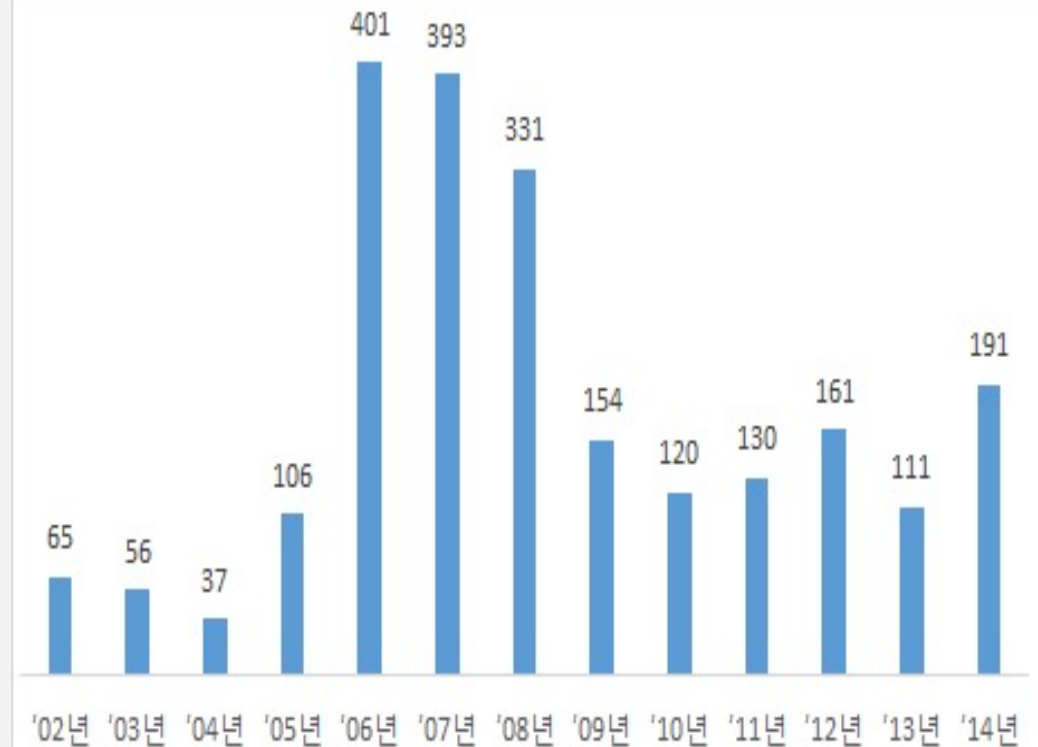
- Regulations of Ministry of Justice revised(July 19, 2002)
- Visa** Requirements for college graduate +10yrs working experience exempted

##### Korea

- Regulations of Ministry of Justice revised(March 11, 2003)
- Visa** Requirements for college graduate +5yrs working experience exempted

### ② Number of IT professionals to Japan increased

#### Korean IT professionals employed in Japan (as of Nov 2016)



Reference : HRDK's internal database

# Korea experience in MRA

Steps	Traditional MRA	NCS based MRA	Research methods
Environment Analysis	<ul style="list-style-type: none"> <li>Mutual understanding of national qualification system and its operation process</li> </ul>	<ul style="list-style-type: none"> <li>"</li> </ul>	<ul style="list-style-type: none"> <li>- Desk study</li> <li>- Expert meeting</li> </ul>
Recognizing occupation	<ul style="list-style-type: none"> <li>Selection of targeted occupation</li> <li>Comparability test as occupational level(including degree of regulation, scope of tasks, education and training traditions)</li> </ul>	<ul style="list-style-type: none"> <li>Comparability Test(NQF, NCS)</li> </ul>	<ul style="list-style-type: none"> <li>- Joint team research</li> </ul>
Comparing and matching qualification	<ul style="list-style-type: none"> <li>Comparability test as qualification level( setting exam questions, level of difficulty, coverage, and assessment tool)</li> </ul>	<ul style="list-style-type: none"> <li>NCS based matching work</li> <li>Co-developing Common Occupational Standard</li> </ul>	<ul style="list-style-type: none"> <li>- Desk and field study</li> </ul>
Roadmap for cooperation	<ul style="list-style-type: none"> <li>Road map for MRA</li> <li>Follow up measures for mobilizing qualification holders</li> </ul>	<ul style="list-style-type: none"> <li>"</li> </ul>	<ul style="list-style-type: none"> <li>- Expert meeting (with policy makers)</li> </ul>



# Korea experience in MRA (Flexible MRA)

## Outcome of comparing core unit between the countries

Australia Unit code	Australia Unit title	match	Korea Unit title(level)
<b>Core</b>			
<a href="#">MEM12023A</a>	Perform engineering measurements	S	Skill ability, CO2 weld zone test(4), Drawing interpretation(4)_All
<a href="#">MEM12024A</a>	Perform computations	S	Mathematic ability
<a href="#">MEM13014A</a>	Apply principles of occupational health and safety in the work environment	S	Work safety and health management(2)_All
<a href="#">MEM14004A</a>	Plan to undertake a routine task	S	Skill ability
<a href="#">MEM14005A</a>	Plan a complete activity	M	Problem solving
<a href="#">MEM15002A</a>	Apply quality systems	M	Skill ability
<a href="#">MEM15024A</a>	Apply quality procedures	S	Skill ability, Weld zone test(4)_All
<a href="#">MEM16006A</a>	Organise and communicate information	S	communication
<a href="#">MEM16007A</a>	Work with others in a manufacturing, engineering or related environment	S	Interpersonal relations understanding orgaization
<a href="#">MEM16008A</a>	Interact with computing technology	S	Information ability
<a href="#">MEM17003A</a>	Assist in the provision of on the job training	S	Occupation ethics
<a href="#">MSAENV272</a>	Participate in environmentally sustainable work practices	S	Resource manage

## Developing Common Occupational Standards

<Table> Common Occupational Standards (Plan) Components and Explanations(Example)

Title	Descriptions
Communicate in the workplace	This occupational standard covers communicating in the workplace including gathering, interpreting and conveying information in response to workplace requirements.
Follow safe working practices in the workplace	This occupational standard involves following basic safety and emergency procedures in order to contribute to a safe workplace for staff, customers and others. It includes safety factors related to manual handling; the use of personal protective equipment (PPE); machinery and equipment breakdowns; storage, handling and disposal of dangerous goods and substances; and identification of fire• fighting appliances and equipment.

# Korea experience in MRA (Flexible MRA)

## 1 Soft skill Unit

<Table> Linkage COS to Korea Qualification(samples)

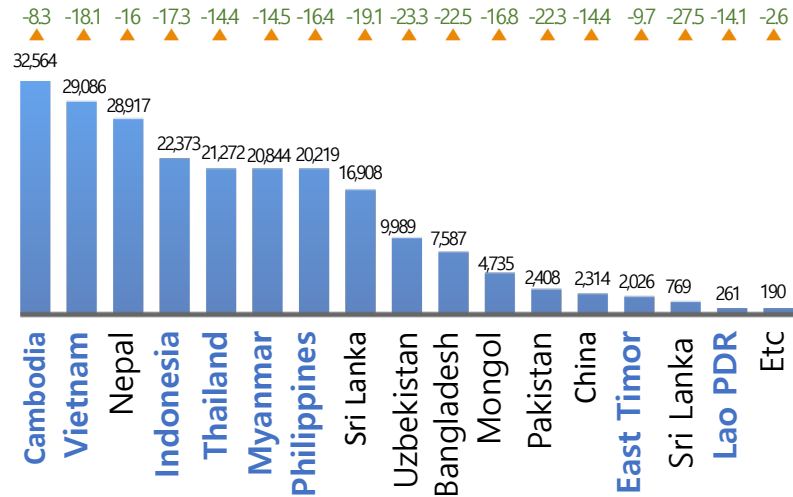
Common Occupational Standard	Korea Course based Qualification	
Name of Unit	Name of Unit	Review Opinion
Communicate in the workplace	Basic Competency for Duties.	Basic Competency for Duties. 1. Communication Skills: Document-comprehension, Documentation. Attentive listening, Communication Skills
Follow safe working practices in the workplace	1601050101_14v1 Welding work safety and health management	Welding work safety and health management
Work in a team environment	Basic Competency for Duties	Basic Competency for Duties. 8. Intra-personal skills: Teamwork, leadership, Customer-oriented service, Conflict management capacity. 9. Job ethics: Community ethics

# MRA possibilities between Korea & ASEAN

## ① Employment Sector

Foreign workers in Korea with E-9 visa  
(as of Apr 2021)

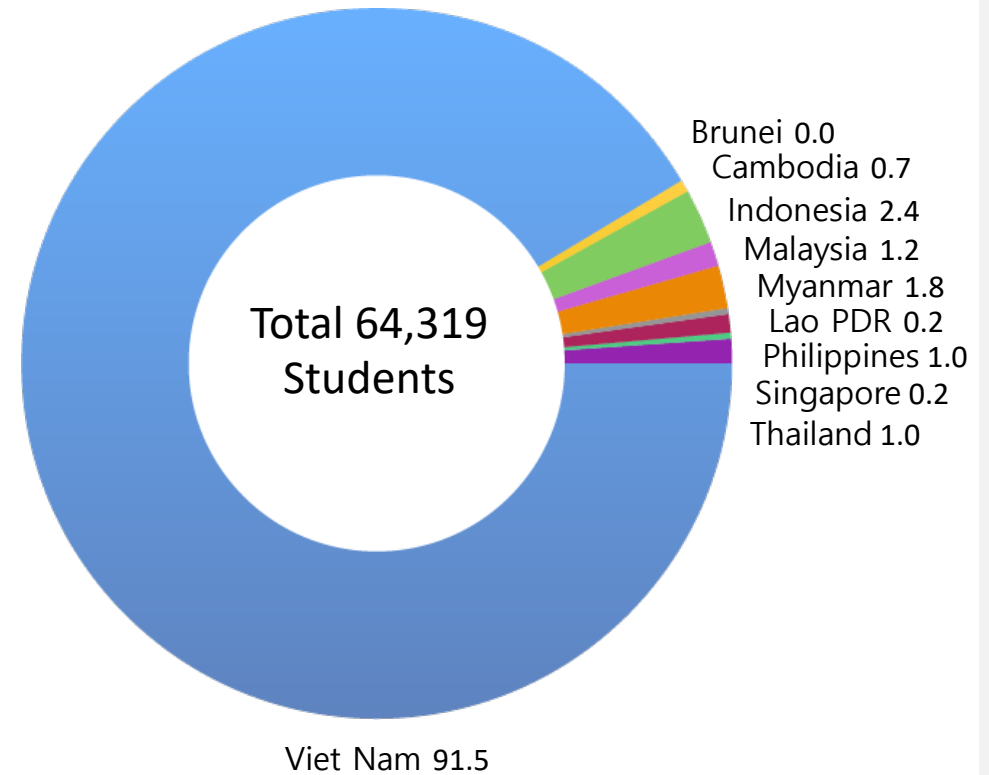
Unit: People, %



출처: 법무부 통계월보

## ② Education Sector

ASEAN Students in Korea (as of Nov 2020)



주한 아세안 유학생 현황(2020년 11월 기준)(자료출처=2020 한-아세안 통계집)



# Korea experience in MRA (Flexible MRA)

## 2 Job specific Unit

<Table> Linkage COS to Korea Qualification(samples)

Common Occupational Standard	Korea Course based Qualification	
Name of Unit	Name of Unit	Review Opinion
Perform manual heating and thermal cutting	1508020213_14v2 수동반자동가스절단 Manual and Semi automatic Oxy-Fuel cutting in shipbuilding .	-manual heating(Pre & Post) -Manual and semi-auto Gas cutting -Gouging
Perform advanced manual heating and thermal cutting	1508020213_14v2 수동반자동가스절단 Manual and Semi automatic Oxy-Fuel cutting	-manual heating(Pre & Post) -Manual and semi-auto Gas cutting -Gouging
Perform automated thermal cutting	1508020213_14v2 수동반자동가스절단 Manual and Semi automatic Oxy-Fuel cutting in shipbuilding	-manual heating(Pre & Post) -Manual and semi-auto Gas cutting -Gouging

# MRA cooperation expectation between Korea and AMS



Removing of technical barriers against MRA

Facilitating skill mobility between countries

AMS experience more integrated economy and fruitful future



Benchmarking

Building common basis such as mutual understanding of both qualification

MRA

Conducting MRA and preparing further plans for skill mobility

Korea facilitate MRA for youth overseas experience

Expectation

Building better economic cooperation based professional and skilled mobility

Upgrading International currency both qualification

Facilitating career developments of skilled workers using MRA beyond both Korea and AMS

## Initiative#1

# Making Qualifications Portable between ASEAN and Korea

	Bilateral	Multilateral
Progress	<ul style="list-style-type: none"><li>• MRA with Vietnam (IT Sector only)</li></ul>	<ul style="list-style-type: none"><li>• MRA thru APEC Architect(Including Singapore, Malaysia, Thailand etc)</li></ul>
Challenges	<ul style="list-style-type: none"><li>• Expanding MRA by inviting new countries(or expanding new occupations in existing countries)</li><li>• Finding more flexible methods such as Common Occupational Standards to facilitate MRA process</li></ul>	<ul style="list-style-type: none"><li>• Using International qualification such as APEC Engineer or IntPE(International Professional Engineer)</li><li>• Linking Korean Qualification Framework(KQF) to ASEAN Qualification Regional Framework(AQRF)</li></ul>
Opportunities	<ul style="list-style-type: none"><li>• Increasing mutual understanding as conducting diverse cooperative research related MRA</li><li>• Predicting strong demand to exchange skilled labor between Korea and ASEAN</li></ul>	<ul style="list-style-type: none"><li>• Being found some multilateral MRA (ex. EU- PQD case) among countries in a regional basis and being able to use them as benchmark examples</li></ul>

## Initiative#2

# Improving Access to the Labor Market for ASEAN and Korea employees using MRA

	ASEAN → Korea	Korea → ASEAN
Progress	<ul style="list-style-type: none"> <li>• Basically, in Korea, low –skilled foreign workers can be issued visas without judgement of holding occupational qualifications</li> <li>• Foreign workers can be issued better visas to work longer in Korea if they certified Korean qualifications(become effective in 2020)</li> </ul>	<ul style="list-style-type: none"> <li>• With an Korean qualification, it is helpful to get a work visa to `entry an AMS countries (ex, Singapore S Pass)</li> </ul>
Challenges	<ul style="list-style-type: none"> <li>• When inviting foreign workers, recognizing their prior qualification with MRA could be a useful approach</li> <li>• Foreign workers can be issued better visas to work longer in Korea if they certified MRA based qualifications</li> <li>• Some training opportunities by Korea govt, If combined with MRA, both countries could get more benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Despite some countries' progress, other countries remain to set bachelor's degree as a minimum criteria</li> <li>• Occupational regulations related qualification needs to be changed to increase access to both nation's labor market.</li> </ul>
Opportunities	<ul style="list-style-type: none"> <li>• Increasing number of holder of some Korean national technical qualifications</li> <li>• Some Korean national technical qualifications provide multilingual service foreigners(ex. Vietnam and China)</li> </ul>	<ul style="list-style-type: none"> <li>• ASEAN is an attractive destination to many Korean youth and this trend has been accelerating by diversifying their purpose from study to employment</li> </ul>



### Initiative#3

## Building a more attractive Human Capital across EAS countries

15

	ASEAN → Korea	Korea → ASEAN	EAS(Korea , ASEAN + α)
Progress	<ul style="list-style-type: none"> <li>• 178,570 foreign workers from ASEAN (in 2020)</li> <li>• 64, 319 students from ASEAN (In 2020)</li> </ul>	<ul style="list-style-type: none"> <li>• 1,055 Korean employed by governmental support to AMS (in 2019)</li> <li>• 4,146 Korean studied in AMS (in 2019)</li> </ul>	<ul style="list-style-type: none"> <li>• (no data)</li> </ul>
Challenges	<ul style="list-style-type: none"> <li>• Foreign worker's prior experience and learning results from AMS should be counted properly and recognized into Korea's qualification system</li> <li>• Korea student's learning outcomes which is gained in AMS needs to be recorded by AMS and this also recognized in the Korea's qualification system</li> </ul>	<ul style="list-style-type: none"> <li>• Foreign worker's experience, and learning results which is gained in Korea need s to be recognized in both Korea and AMS 's qualification systems using MRA</li> <li>• TVET opportunities for AMS's nationals by Korea government need to be strengthened and connect to both countries' qualification system</li> </ul>	<ul style="list-style-type: none"> <li>• Building regional common occupational standards as more flexible MRA and facilitating skill mobility across EAS countries (ex. workers from Thailand, work and study in Korea as skilled worker, and than work in Australia as highly skilled or professional) ,</li> </ul>
Opportunities	<ul style="list-style-type: none"> <li>• Increasing and diversifying demands for AMS's skilled person from Korea government, companies and schools(ex. IT engineers in Vietnam)</li> </ul>	<ul style="list-style-type: none"> <li>• Expanding TVET opportunities for AMS nationals by Korea government(Korea government's New Southern Policy)</li> </ul>	<ul style="list-style-type: none"> <li>• Rapidly changing labor markets across EAS countries</li> <li>• More opportunities in a bigger market</li> </ul>

**Thank you for  
your attention**