Power that changes the future!

NCS

NATIONAL COMPETENCY STANDARDS

National Competency Standards

NCS National Competency Standards

NATIONAL COMPETENCY STANDARDS

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Overview of National Competency Standards

NCS NATIONAL COMPETENCY STANDARDS

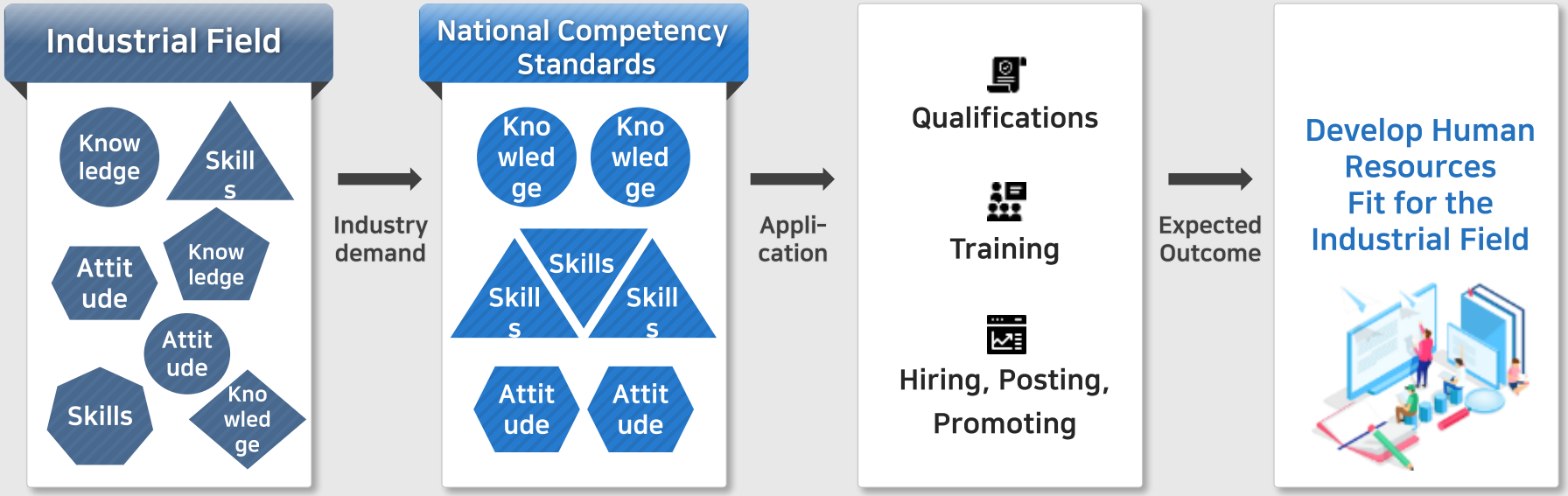
Definition of NCS

National Competency Standards

NCS

NATIONAL COMPETENCY STANDARDS

NCS is the standardization of competencies (knowledge, skill, attitude) required to successfully perform duties in industrial fields, which promotes field-focused talent development and systematic human resource management.



Background of NCS

- Industrial field - education & training - skills mismatch
- Ineffective management of human resources

	Issues of National Talent Development	Advancement of National Talent Development
Workplace	• Worsening job & skills mismatch • Lack of core/high-skilled workers	• **Specify industry's demand and needs, establish a system reflects them**
Training	• Lack of talent development of those who have required competencies for industrial fields • Ineffective training	• **Reflect changes in the industry and talent structures** • **Develop processes applicable for the field** • **Expand training opportunities and access**
Qualification System	• Supplier-based system • Lack of applicability of qualifications in the field • Lack of credibility of qualifications	• **Reflect changes in the industry and talent structures** • **Secure applicability of qualifications in the field (new, modified, evaluated)**

Overseas NCS

	UK (NOS) National Occupational Standards	Australia (NCS) National Competency Standards	US (NSS) National Skill Standards
Background	• Respond to industry demand • Establish an occupational competency development system	• Respond to industry demand • Establish an occupational competency development system	• Respond to industry demand • Establish an occupational competency development system
Introduction Period	• In 1986 • Established the UK National Council for Vocational Qualifications (NCVQ)	• In 1989 • Introduced the Competency-based Training (CBT)	• In 1994 • Enacted the National Skill Standards Act
Management Agency	• UK Commission for employment and skill	• National Skills Standards Council	• National Skills Standard Board
Development Organization	• Sector Skills Council	• Sector Skills Council	• Voluntary partnerships by sector
Activities	**Training** • Develop NCS-based vocational training goals and content **Qualifications** • Develop national competency based on NCS	**Training** • Sector Skills Council **Qualifications** • Apply 1,738 types of qualifications	• No separate approval process required
Operating Method	• Fund expenses for NCS development	• Fund expenses for NCS development and government-led development	• A quality control agency operated by each State government

History of NCS

1999
- Proposed early development and distribution of national vocational competency standards as part of the regulatory reform of the qualification system of the Office for Government Policy Coordination

2000
- Began developing standards according to the tripartite agreement

2002
- Began developing the NCS
  - HRDK: NOS (National Occupational Standards)
  - RIVET: KSS (Korea Skills Standards)

2007
- Legalized developing the standard with the revision of Framework Act on Qualifications

2009
- Established and operated a TF for unifying NCS

2010
- Coordinated “National Policy Coordination Meeting” to promote efficiency of NCS, unified the names of standards (National Competency Standards), integrated development entities

2013
- Confirmed as the core national agenda of “creating an environment for competency-based society”

2014
- **Developed 797 types of NCS in total (240 types in 2013, 557 types in 2014)**

2015
- Applied in public agencies and companies, implemented the Process Evaluation-Type Competency System, and promoted application and distribution of NCS with a focus on designing and applying new job competencies
- **Developed 847 types of NCS in total (50 types in 2015)**

History of NCS

2016

- Announced 847 types of NCS in accordance with the Framework Act on Qualifications Article 5 and 6 Paragraph 1 ('16.4.27)
- Developed 50 types of NCS in 2016, and improved 403 types

2017

- **Announced 897 types of NCS ('17.4.27)**
- Developed 50 types of NCS in 2017, and improved 191 types

2018

- **Announced 948 types of NCS (2018.5.31)**

2019

- **Announced 1,001 types of NCS ('19.6.1)**
- Regulations on NCS Development and Improvement, etc. (Ministry of Employment & Labor Regulations No. 2019-157) ('19.7.23)
- Announced innovative measures on NCS's quality management ('19.4.26)

2020

- **Announced 1,022 types of NCS**
- Part of revised act on Human Resources Development Service passed the plenary session ('20.12.9)

2021

- **Announced 1,039 types of NCS ('21.5.27)**
- Revision, promulgation, and implementation of Act on Human Resources Development Service ('21.1.5)

2022

- **Announced 1,083 types of NCS ('22.11.28)**

Composition of NCS

NCS → **Competency Units**

- A basic unit that makes up NCS

Competency Units →

Competency Unit Element

- Core sub-competency that makes up a competency unit

Application Scope & Work Conditions

- A scope related to performing a competency unit and physical or environmental conditions

Evaluation Guidelines

- Guidelines on evaluating achievements based on competency units and things to consider while evaluating

Basic Vocational Skills

- Basic skills required to perform work based on competency units

Competency Unit Element →

Performance Criteria

- A scope related to performing a competency unit and physical or environmental conditions

Knowledge, Skill, Attitude

- Knowledge, skill, and attitude required to perform competency units

NCS Composition

NCS is composed of competency units or groups of competency units. Competency unit elements refer to core sub-competencies that consist a competency unit.

- Each competency unit element consists work-related performance criteria, knowledge, skill, and attitude.
- Performance criteria include learning goals and evaluation standards.
- Each competency unit is assigned a level ranging from 1 to 8 based on the work's complexity and level of difficulty.

NCS Level System

NCS Levels	Notes
Level 8	Able to perform broad-ranging technical work with the highest degree of skills in the sector and be given authority and responsibility over the organization and overall work
Level 7	Able to perform broad-ranging work with the high degree of skills in the sector and bear obligation and responsibility for others' work performance
Level 6	Able to perform a variety of work with the general degree of skills and communicate the industry knowledge and know-hows to others under independent authority
Level 5	Able to perform very complex and non-routine work and communicate industry expertise to others under comprehensive authority
Level 4	Able to perform complex and various work by applying theories and knowledge of the sector under general authority
Level 3	Able to perform somewhat complex work by applying basic theories and general knowledge of the sector under restricted authority
Level 2	Able to perform routine work by following processes and applying basic knowledge of the sector under general directions and strict supervision
Level 1	Able to perform routine work by following processes and applying basic knowledge of the sector under general directions and strict supervision

Examples of NCS

Administrator

Administrators manage general affairs, such as managing the effective use of assets, supporting general work and benefits of employees, and maintaining the internal and external company reputation, to help the company achieve its business goals.

Type No.	Competency Units	Level	Competency Unit Elements
0202010101_19v2	Establish business plans	5	• Landscape analysis • Strategic task planning • Budget operation planning
0202010102_19v2	Event support management	5	• Event plan establishment • Event operation • Post-event management
0202010103_19v2	Real-estate management	5	• Acquired asset management • Lease management • Real estate disposal
0202010104_19v2	Inventory management	2	• Inventory purchase • Inventory maintenance • Inventory disposal

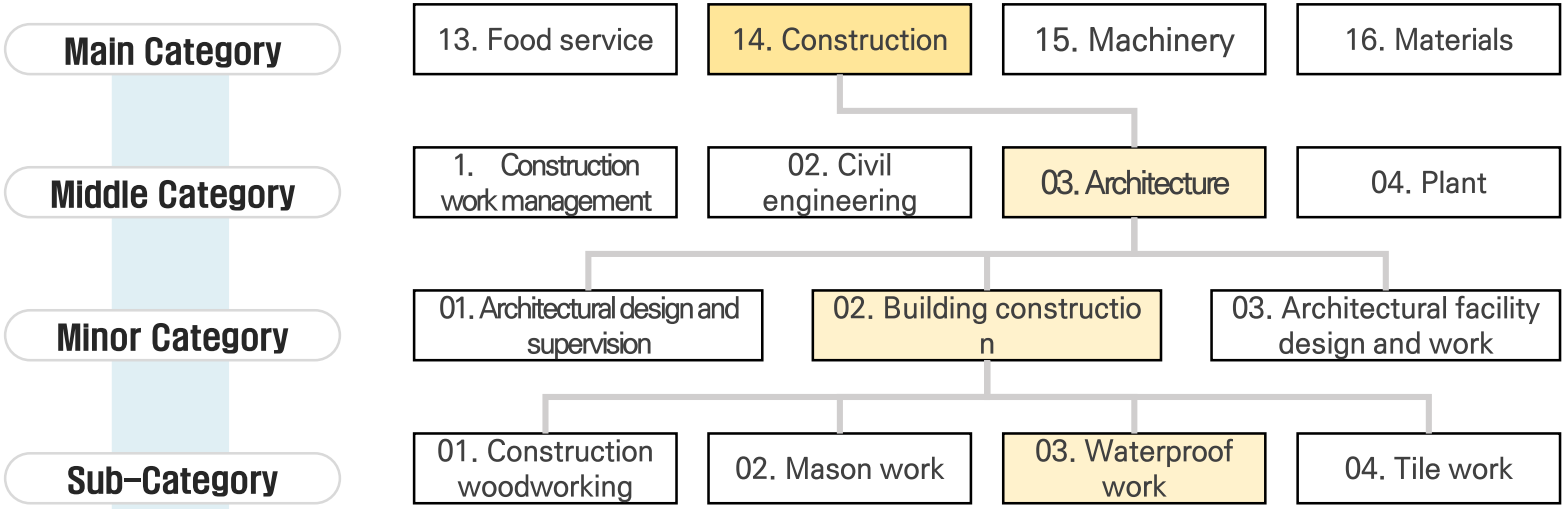
Examples of NCS

Type No.	• 0202010101_19v2
Name of Competency Unit	• Establish business plans
Definition of Competency Unit	• Establishing business plans refers to the ability to analyze internal and external environments, set strategic tasks, and plan budget operation in order to perform general affairs for the goal of achieving business goals

Type No.	· Performance Criteria
0202010101_19v2.1 Landscape Analysis	1.1 Able to analyze internal and external industry landscapes according to the company's vision and mid-to-long term business strategies 1.2 Able to understand internal and external factors that affect the function of an administrator based on the understanding of company's business strategies 1.3 Able to apply specific analysis methods to derive necessary information from the identified factors
	Knowledge · Industry trends · Environment analysis method · Basic financial management · Benchmarking method · Documentation skill
	Skills · Information collecting skills · Applying analysis methods skills
	Attitude · A comprehensive approach · Continuous learning · Positive interpersonal skills

Classification of NCS

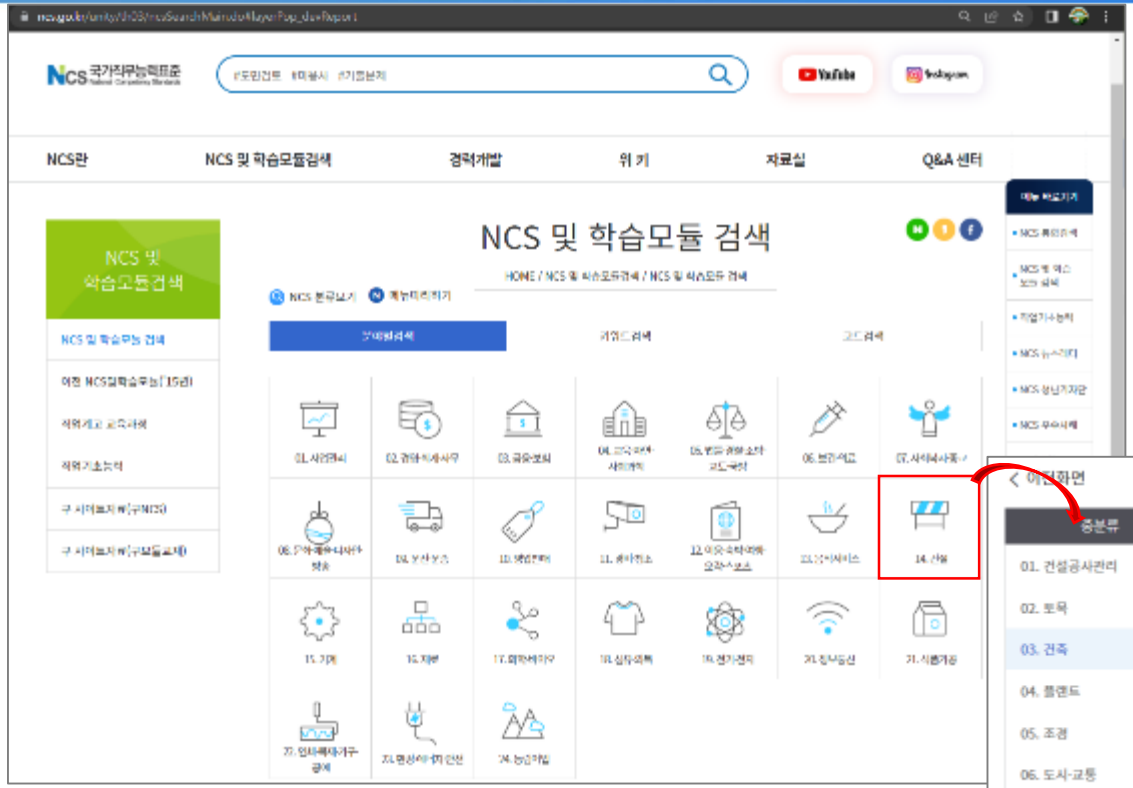
- NCS is categorized into main/middle/minor/sub-categories to prevent redundancy and omission of NCS development and improvement while improving user's accessibility and usability.



NCS Competency Unit Classification No. (Code)

1503020301_21v1							
14	03	02	03	01	_	21	v1
Main Category	Middle Category	Minor Category	Sub-Category	Competency Units		Development Year	Version

Classification of NCS



* http://www.ncs.go.kr

Basic Vocational Skills & Job Performance Skills

Competency = Basic Vocational Skills + Job Performance Skills

Basic Vocational Skills

- A competency that all workers must possess
- 10 main areas with 34 sub-areas

Examples Problem solving skills, communication skills, etc.

Job Performance Skills

- A specific competency required in the sector
- 24 main categories, 1,083 sub-categories, and 13,053 competency units of NCS

Examples Establishing cloud platforms, IoT system linkage, etc.

Areas of Basic Vocational Skills

Basic vocational skills refer to common competencies required to successfully perform work regardless of occupation or job position

10 Areas	34 Sub-Areas
Communication Skills	Understanding documents, writing documents, listening, communicating, basic proficiency of a foreign language
Math Skills	Basic computation, basic statistics, chart analysis, chart creation
Problem-solving Skills	Thinking, problem-solving
Self-development Skills	Self-awareness, self-management, career development
Resource Management Skills	Time management, budget management, physical resources management, human resources management
Interpersonal Skills	Team-working, leadership, conflict management, negotiation, customer service
Information Skills	Computer literacy, information processing
Technology Skills	Understanding technology, selecting technology, applying technology
Organization Understanding Skills	International sense, understanding organizational structure, understanding management, understanding work
Work Ethics	Work ethics, community ethics

Ⅱ.

NCS Development/Improvement Processes & HRDK's Role

Progress on NCS Development & Improvement

General Progress of NCS Development & Improvement

Type	2014	2015	2016	2017	2018	2019	2020	2021	2022
	797 jobs	847 jobs	897 jobs	948 jobs	1,001 jobs	1,022 jobs	1,039 jobs	1,064 jobs	1,083 jobs
Number of Developed NCS	**557 jobs including road design**	**50 jobs including overseas employment management**	**50 jobs including patent engineering**	**50 jobs including IoT network establishment**	**50 jobs including AI platform establishment**	**20 jobs including flexible display development**	**10 jobs including self-driving hardware development**	**10 jobs including smart factory system management**	**11 jobs including digital twin design**
Development Organization	115 organizations including Korea Construction Equipment Manufacturers Association	30 organizations including Korea Printers Association	28 organizations including Korea Association of Robot Industry (KAR)	24 organizations including Korea Financial Investment Association	27 organizations including Korea Industrial Technology Association (KITA)	12 organizations including Korea Information Security Industry Association (KISIA)	4 organizations including Korea Electronics Association	5 organizations including Korea Association of Machinery Industry (KOAMI)	9 organizations including Korea Software Industry Association (KOSA)
Number of Improved NCS	-	**79 jobs including management planning**	**403 jobs including machine element design**	**191 jobs including architecture supervision**	**103 jobs including injection mold assembly**	**100 jobs including application S/W engineering**	**145 jobs including machine control design**	**including Korean cooking 114 jobs**	**132 jobs including petrochemical product manufacturing**
Improvement Organization	-	15 organizations including Korea Chamber of Commerce and Industry	75 organizations including Korea Financial Investment Association	47 organizations including Korea Iron & Steel Association	37 organizations including Korea Electrical Contractors Association	30 organizations including Korea Die & Mold Industry Cooperative	31 organizations including Korea Ceramics Association (KOCERA)	26 organizations including Korea Energy Engineers Association	19 organizations including Korea Chamber of Commerce and Industry

Progress on NCS Development & Improvement

General Progress of NCS Development & Improvement

Development

- Developed 1,083 NCS reflecting changes in the industrial fields and industry landscapes during 2013-2022
- Established a virtuous cycle of nurturing talent based on industry demand by developing ISC-led NCS

Improvement

- Improved 1,599 NCS through ISC and relevant cooperation organizations during 2015 & 2022
- Applied job maps by industry sector and Sectoral Qualification Framework (SQF) to improve applicability of NCS in the field

Detailed Status of NCS Development

- As of December 2022, developed a total of 13,053 competency units with 24 NCS in the main category, 81 NCS in the middle category, 271 NCS in the minor category, and 1,083 NCS in the sub-category
- Every year, develop about 10 new NCS (sub-category) and improve about 100 NCS, reflecting changes in the lab or market and technologies

Main Category		Middle Category	Minor Category	Sub-Category
1	Business management	1	2	5
2	Management, accounting, administration	4	11	29
3	Finance, insurance	2	9	36
4	Education, nature, social science	2	3	8
5	Law, police, firefighting, prison, national defense	2	4	16
6	Health and medical care	1	2	11
7	Social welfare, religion	3	6	17
8	Culture, arts, design, broadcasting	3	9	61
9	Driving, transportation	4	8	31
10	Sales	3	8	18
11	Security, cleaning	2	2	4
12	Service, accommodation, tourism, entertainment, sports	4	12	46

Main Category		Middle Category	Minor Category	Sub-Category
13	Food service	1	3	12
14	Construction	8	28	132
15	Machinery	11	36	139
16	Materials	2	10	48
17	Chemical/Bio	5	17	53
18	Fabric, clothes	3	8	26
19	Electrical, electronic	3	36	115
20	Information communication	3	17	111
21	Food processing	2	4	21
22	Printing, wood, furniture, crafts	2	4	23
23	Environment, energy, safety	6	19	67
24	Agriculture, fishing	4	13	54

Organizations & Roles Related to NCS Development & Improvement

HRDK

HRDK 한국산업인력공단

- Manage overall NCS development and improvement (budgeting, quality control, etc.)
- Provide guidelines and manuals
- Organize and operate talent pools

Quality Control Committee

(Deliberation and decision-making body)

- Select subjects of NCS development, improvement, and abolition
- Select NCS development/improvement organizations
- Deliberate and make decisions on job categorization, name change, NCS divisions, etc.
- Manage overall quality of improvement and development on NCS quality control

Inspection Committee

- NCS quality control (more than twice)
- About 5 experts, 1-2 officials from ministries in charge

Development Team/ Improvement Team FT

FACILITATOR

- NCS development and improvement
- Utilization package development and improvement
- Development 7 industry, 3 education, 1 qualification
- Improvement 5 industry, 2 education, 1 qualification

Development/ Improvement Organizations

(ISC, SC, etc.)

- Organize development /improvement teams/ host workshops
- Manage schedules for NCS and utilization package development/improvement
- Environmental analysis and industry verification (twice)
- Execute and settle project expenses
- Inspect outcomes

NCS Development & Improvement Organizations

- **When the sectors are in the Industry Sectoral Council (ISC), organizations in the ISC develop and improve NCS. If not, NCS is developed and improved by organizations selected through open contests.**

• When development and improvement organizations are unable to be selected and improvements are simple, the HRDK may develop or improve on its own.

- **ISC Composition (As of April, 2023, 19 sectors)**

NCS Development & Improvement Directions

- **Depending on the ISC's capabilities, NCS may be developed or improved into two types to improve its field applicability and usage.**

ISC-led NCS Development & Improvement

When NCS falls within the responsibility, the ISC in charge of the sector proactively develops and improves NCS

ISC with capabilities will lead NCS development and improvement based on job analysis and field needs

Standard Procedure-type NCS Development & Improvement

If the sector is not under ISC's responsibility, development and improvement organizations will be recruited through open calls.

Following the given manuals,
NCS will be developed and improved according to standard procedures.

Main Procedures of NCS Development & Improvement

- NCS development and improvement projects shall be led by development/improvement organizations selected according to the “Rules and Regulations about the NCS Development/Improvement/Abolition”
- The following are the project procedures' five steps:

Steps 1-5

1. Select jobs for NCS development/improvement
2. Select organizations for NCS development/improvement
3. Develop & improve NCS
4. Deliberate and confirm the results of NCS development/improvement
5. Announce and post NCS on the website

1) Select jobs for NCS development/improvement

- The HDRK gathers input on NCS development/improvement from industry and associated min istries and conducts a feasibility study.
- The NCS Quality Control Committee selects jobs subject for NCS development and improvement based on the demand for workforce and trainings.

	Project Content		Related
① Development & Improvement Select jobs	[Opinion Collection]	· Discover demand from NCS Wiki (Public, website), indu stry, related ministries, etc.	· Industry, etc.
	[Feasibility Study]	· Assess the feasibility of NCS development and improve ment based on the demand from the collected opinions.	· HRDK
	[Subject Selection]	· The NCS Quality Control Committee deliberates and decides on the jobs subject for development and improvement	· HRDK
	[Ministry-level Discussion]	· Relevant ministries confirm jobs for development and improvem ent among those selected through deliberation and resolution	· MOEL
	[Confirmation of Jobs]	· Finalize jobs for development & improvement	· MOEL (HRDK)

2) Select organizations for NCS development/improvement

- The HRDK selects ISC as the development/improvement organization if it fits under the ISC's r esponsibility, and reviews the Project Plan's appropriateness.
- Any sector that falls outside of the responsibility of the ISC must submit a Project Application, which will be reviewed and selected by the HRDK based on the organization's expertise and re presentativeness.

		Project Content	Related
2 Development & Improvement Select Organizations	[Open Calls]	· Open call for organizations to carry out development/improveme nt projects in sectors outside the ISC responsibility	· HRDK
	[Plan Submission]	· Participating organizations have to submit a Project Plan for NCS development and improvement.	· Development & Improv ement Organization
	[Selection Evaluation]	· Assess the selection of organizations with expertise and represe ntation. ※ The NCS Quality Control Committee selects participating organizations.	· HRDK
	[Contract]	· The HRDK signs a contract with selected organizations for NCS development and improvement	· Development & Improv ement Organization · HRDK

3) Develop & Improve NCS

Steps 1-4

1. Landscape analysis of sectors subject for development
2. Carry out NCS development and improvement workshops
3. 1st industry field verification (over 20)
4. 1st NCS Review Meeting

Steps 5-9

5. Gather opinions from the education and training fields
6. Pre-announcement for 40 days to gather public's feedback
7. Host NCS and utilization package development workshops
8. 2nd industry field verification (over 50)
9. 2nd NCS Review Meeting

Review and announce the developed outcomes

3) Develop & Improve NCS

<Landscape Analysis of Development/Improvement Sectors>

- The landscape evaluation procedure includes gathering and analyzing data from the labor mar ket about sectors subject to NCS development and improvement, as well as generating landsc ape research materials.

<Landscape Analysis Procedures>

Data collecting & analysis

- On-site research of relevant organizations, businesses, etc.
- Research websites related to employment and the labor market and analyze statistics
- Interview with HR managers of companies, employees of universities, colleges, etc.

Landscape Analysis Preparing Data Materials

- ① Labor market analysis, ② Training-related status analysis
  ③ Qualification related analysis, ④ Overseas case study analysis

3) Develop & Improve NCS

< NCS development and improvement workshops>

Number of workshops and participants

Type	Number	Total Number of Participants	Industry field professionals	Education professionals	Qualification professionals	Facilitators
NCS Development	over 5	12	7	3	1	1
NCS Improvement	over 4	10	5	3	1	1

The Role of HDRK during Workshops

(Pre-workshop) Confirm schedules and review materials with researchers from participating organizations

(During workshop) Monitor NCS development/improvement progress

(Post-workshop) Review workshop results and follow-up measures including several issues

3) Develop & Improve NCS

< NCS Review Meeting>

- To ensure the quality of the NCS outcomes, the HDRK performs evaluations on them more than twice over the project duration.

- Review Meeting agenda includes
  ① reviewing the development & Improvement outcomes,
  ② issues related to industry field verification,
  ③ opinion from the education and training fields,
  ④ opinion from the public, etc.

- Organization of the NCS Review Committee: more than 6 review members

Type	NCS experts	Industry field professionals	Training professionals	Qualification professionals
Number of People	1	over 5		
Roles	Review the validity of NCS forms	Review the validity of NCS content		

Ⅲ.

National Competency Standards Applications

NCS NATIONAL COMPETENCY STANDARDS

Applications of NCS

Training Organizations

- Develop vocational training courses
- Develop teaching materials and curriculum
- Apply to training standards

Businesses

- Competency-based hiring
- Upskilling
- Hiring, posting, etc.

National Jobs Competency Standards

Qualification Testing Institution

- Create and modify qualification items (National technical qualification, work-study qualification, etc.)
- Develop and revise exam criteria
- Test questions & methods

Employees

- Career development paths
- Self-diagnosis tools

Status of NCS Applications

Vocational Training

Secondary Education

- Reorganized vocational education curriculum based on NCS in high schools (2015)
- Organized (2016) and applied the NCS-based practical curriculum f ully (2018) in vocational high schools

Higher Education

- Established and announced the Plan to Promote Colleges (2013)
- Operate NCS-based curriculum in 82 colleges (2017)

NCS-based National Technical Qualification

- Introduced revised National Technical Qualification based on NCS (2016)
- Improved, newly created, integrated, and divided test subjects based on NCS applicable fields

Process Evaluation-type Qualification

- Revised Article 10 of the National Technical Qualification Act (2014)
- Introduced process evaluation-type qualification system targeted for fields

Qualifications

Work-Study Qualification

- Act on Support for Industrial Field Work-Study (2020)
- Introduced the Korean apprenticeship training system

Job Training

Integrated Vocational Training Review

- From review and evaluation system to integrated review and evaluation system(2015)
- national strategic backbone industry jobs and account system in training for unemployed and including job competency developing training for employees and consignment-based training for current employees

Public/Private Training

- (Public) Completed full application of 1,698 programs of Polytech (2015)
- (Private) 6,729 programs → expanded to 36,442 programs (2016)

Mandatory NCS-based Training Programs

- Mandatory to organize vocational training programs to include more than 40% of NCS-based trainings
- Operated NCS trainings with 90.5% of unemployed training and 82.3% of upskilling

Recruitment

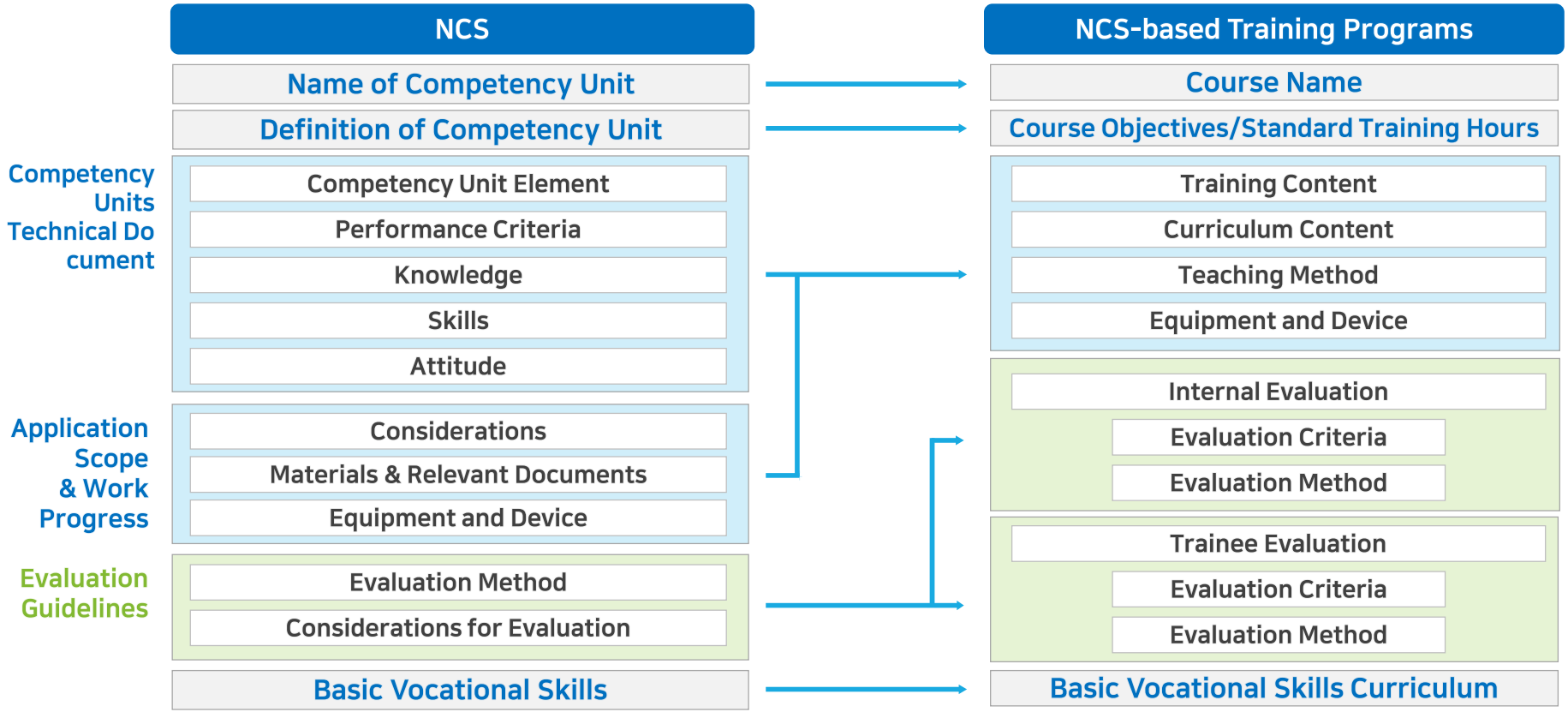
Recruitment at Public Agencies

- Ministry of Strategy and Finance announced the "Promotio n Plan for the Workforce at Public Agencies" (2016)
- 330 public agencies implemented and operated the NCS-b ased talent-based recruitment system (2018)

NCS Consulting

- Support recruitment consulting for public agencies
- Provide consulting for 5,784 private companies in re cruitment and upskilling programs

Mandatory NCS-based Training Programs



Examples of NCS-based Training Programs

Overview of Training Programs

Name of Training Programs	· **Room management**
Training Period (Hours)	· March (300 hours)
Training Level	· Level 3
Training Subject	· New job seekers in the Room Management field (language, interpersonal skills)
Training Objective	· **Able to create the best room products by managing reservation, check in and out, housekeeping, hotel laundry management for the convenient and pleasant stay of customers.**

Examples of NCS-based Training Programs

Training Program Overview

1. Course Training Hours

Total hours (%)	**300 (100%)**
NCS Knowledge Courses (%)	30 (10.0%)
NCS Major Courses (%)	180 (60.0%)
Non-NCS Courses (%)	90 (30.0%)

- NCS application rate is 60%
- When the total training hours are below 350, NCS knowledge courses are not recognized as NCS-applied courses.

2. Course Composition

Type		Course Name	Training Hours	Training Instructor	Competency Unit Type No. | Competency Unit Name (Chapter Name)	Training Hours	Notes
Total			**300**	-		**300**	
NCS Knowledge Course	**Subtotal**		**30**	-		**30**	
	Basic Vocational Skills		30	Soyang Kim	Communication Skills	15	
					Interpersonal Skills	15	
NCS Major Course	**Subtotal**		**180**	-		**180**	
	Practical Experience	Room Service	70	Gildong Hong	1203020201_13v1 | **Room Reservation**	30	
					1203020202_13v1 | Check-in	20	
					1203020206_13v1 | Check-out	20	
		Customer Service	30	XXX	1203020508_13v1 | **Customer Service Center**	30	
		Housekeeping Maintenance	30	XXX	1203020208_13v1 | **Housekeeping Maintenance**	30	
		Hotel Laundry Management	20	XXX	1203020210_13v1 | **Hotel Laundry Management**	20	
		Tour Product Recommendation	30	XXX	1203020202_13v1 | **Product Recommendation**	30	
Non-NCS Major Course	**Subtotal**		**90**	-		**90**	
	Theory	Hotel Management	20	XXX	**Overview of Room Management**	10	
					Safety Management of Hotel Facilities	10	
		Marketing	25	XXX	**Marketing 101**	10	
					Marketing Theory of Attracting Customers	15	
	Practical Experience	Hotel Room Management	45	XXX	**Bed Setting**	20	
					Room Arrangements	25	

NCS-based National Technical Qualification

Past (Qualification test type only)

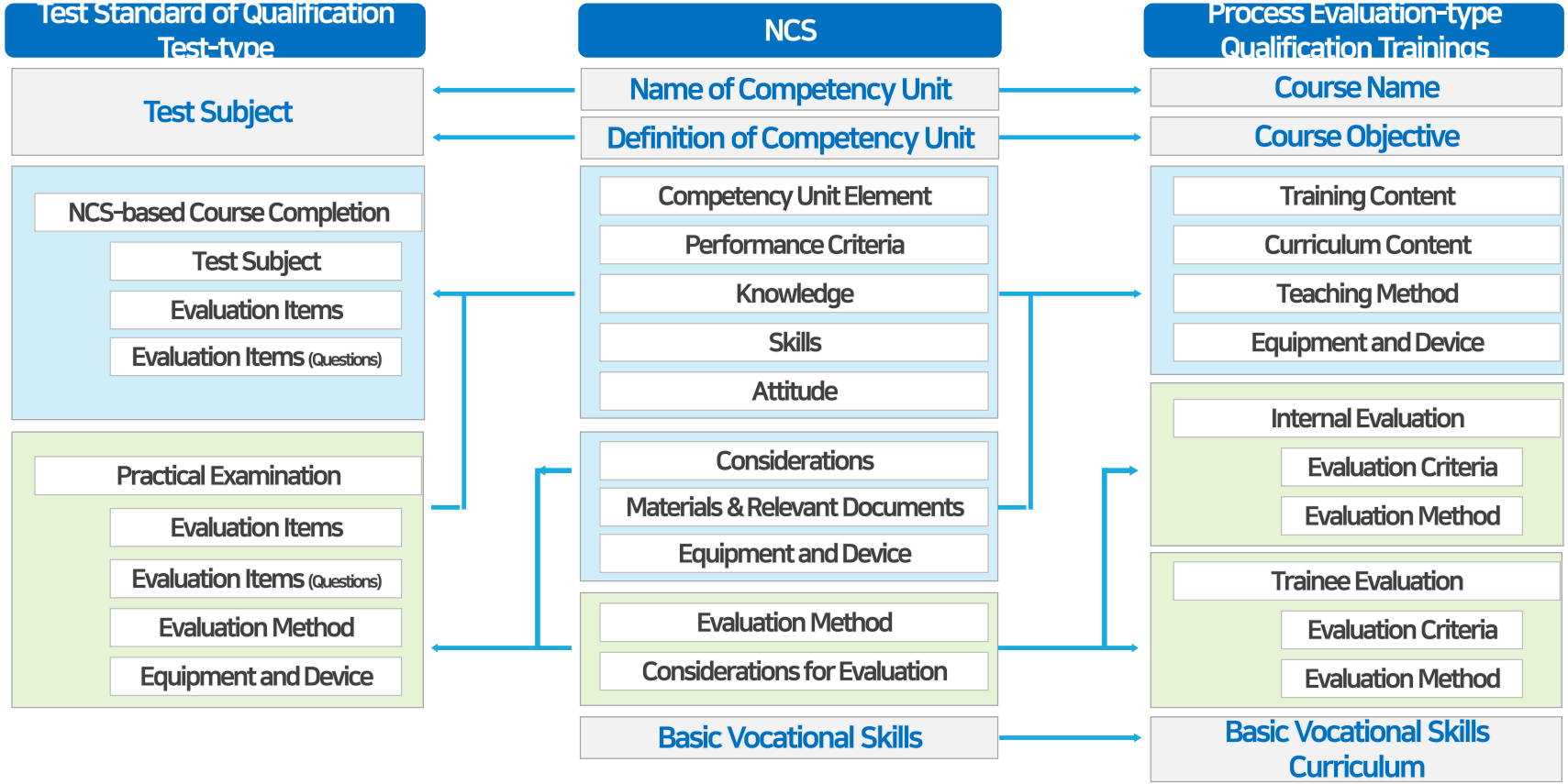
- Subject
- Submit Application
- Written Examination
- Practical Examination
- Issue Certificates of Qualification

Current (Qualification test type, process evaluation type qualification)

- Subject
- Submit Application
- Enter Training Courses
- NCS-based Course Completion &
- Internal Evaluation Practical Examination
- Practical Examination
- External Evaluation
- Issue Certificates of Qualification

* As of 2022, only 178 subjects of process evaluation type are in use out of 546 subjects

Design of NCS-based National Technical Qualification



Support Consulting for Companies that Apply NCS

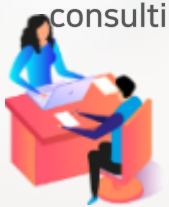
- **A government project to fund small to medium-sized companies to nurture core talent in recruitments and upskilling programs**
  * As of 2022, expected to fund 460 companies per year

Type 01

Basic Type (Job analysis)

Job analysis and job redesign for the entire company

Consulting and consulting-related trainings



Type 02

Expanded Type (Recruitment/training applications)

Based on the job description,

identify capacity models and provide consulting for recruit ment and training

Type 03

Basic + Expanded (Job analysis + recruitment/training applications)

Basic consulting

+ expanded consulting

Thank you!