



Competency Development for Lifelong Learning and Future of Jobs

Bangkok, Thailand



- Meeting : CBN
- Agenda Item : Item 9: Utilizing new technologies and digital platforms in skills assessment
- Title of Presentation : Individual Competency Bank System based on National Competency Standards
- Presenter & Designation, Organization, Economy : Mr. Yun Ji-won, Director of NCS Planning Department, Human Resources Development service of Korea(HRDK), the Republic of Korea
- Purpose of Presentation : For Information
- Presentation Date : July 30, 2024

Definition of NCS

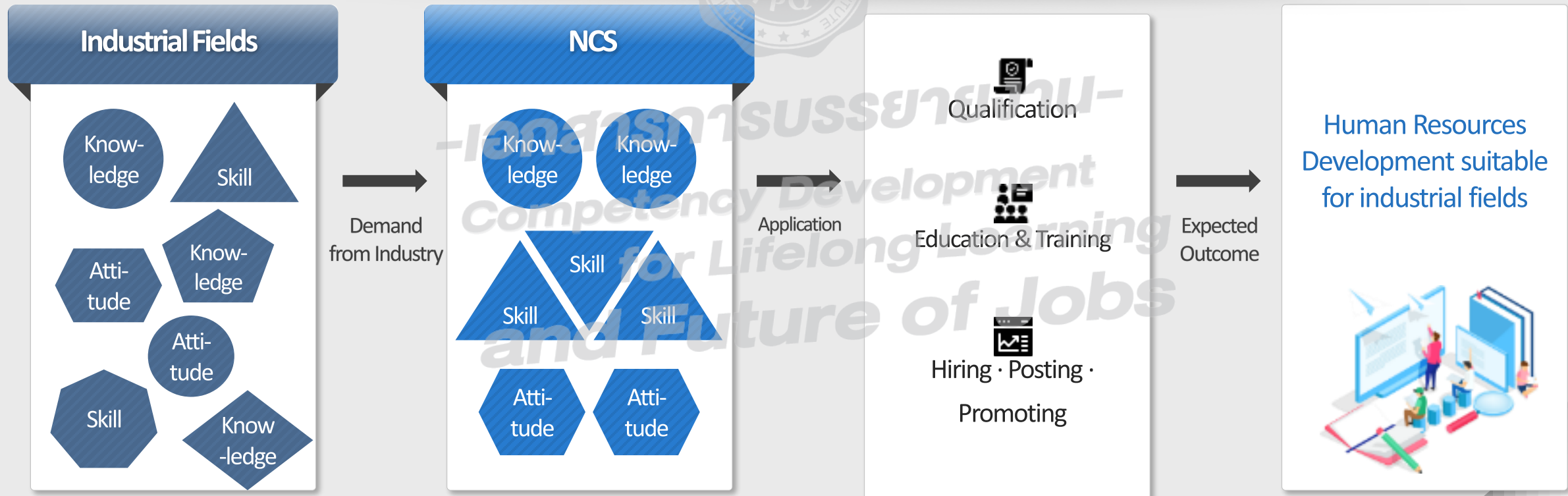
 National Competency Standards

N A T I O N A L C O M P E T E N C Y S T A N D A R D S

”

NCS

NCS is the standardization of competencies (knowledge, skills, attitude) required to successfully perform tasks at workplaces **by the workers for each industrial sector and level (Article 2 of framework Act on Qualification)**

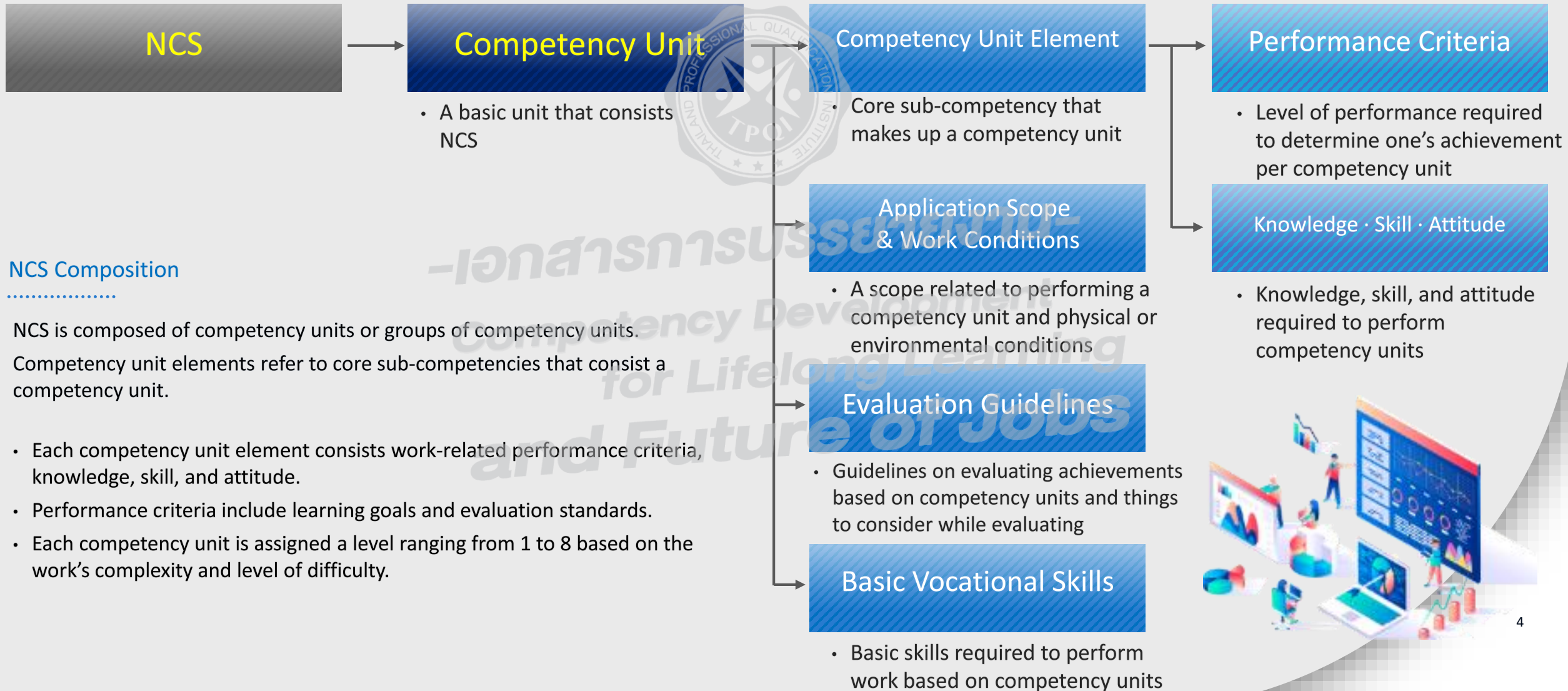


Overview of NCS

- Industrial field – training – skill mismatch
- Ineffective management of human resources

	Issues with Talent Development	Advancement of Talent Development
Workplace	<ul style="list-style-type: none">• Worsening job & skills mismatch• Lack of core / high-skilled workers	<ul style="list-style-type: none">• Specify industry's demand and needs, establish a system that reflect them
Training	<ul style="list-style-type: none">• Lack of talent training of those who have competencies required for each industrial field• Ineffective training	<ul style="list-style-type: none">• Reflect changes in the industry and talent structure• Develop processes applicable for the field• Expand education opportunities and access
Qualification System	<ul style="list-style-type: none">• System operated by suppliers• Lack of applicability in the field• Lack of credibility	<ul style="list-style-type: none">• Apply changes in technologies and labor market• Secure applicability of competencies in the field (new, modified, evaluation)

Composition of NCS



NCS Classification

- As of December 2023, a total of 13,237 competency units were developed: 24 main, 81 middle, 273 minor, and 1,093 sub-categories.
- Every year, about 10 NCS (sub-categories) are newly developed and about 100 NCS are being improved to reflect labor market and technology changes.

Main		Middle	Minor	Sub	Main		Middle	Minor	Sub
1	Business Management	1	2	5	13	Food Service	1	3	12
2	Management, Accounting, Administration	4	11	29	14	Construction	8	28	132
3	Finance, Insurance	2	9	36	15	Machinery	11	36	139
4	Education, Nature, Social Science	2	3	8	16	Materials	2	10	48
5	Law, Police, Firefighting, Prison, National Defense	2	4	16	17	Chemical/Bio	5	17	53
6	Health, Medicine	1	2	11	18	Textile/Clothing	3	8	26
7	Social Welfare, Religion	3	6	17	19	Electrical/Electronic	3	36	115
8	Culture, Arts, Design, Broadcasting	3	9	61	20	Information Communication	3	17	111
9	Driving, Transportation	4	8	31	21	Food Processing	2	4	21
10	Sales	3	8	18	22	Printing, Wood, Furniture, Crafts	2	4	23
11	Security, Cleaning	2	2	4	23	Environment, Energy, Safety	6	19	67
12	Service, Accommodation, Travel, Entertainment, Sports	4	12	46	24	Agriculture, Forestry, and Fishery	4	13	54

Example 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 Unit	Level	Competency Unit Elements
0202010101_19v2	Establish business plans	5	<ul style="list-style-type: none"> Analyze the environment Plan strategic tasks Plan asset operation
0202010102_19v2	Manage events	5	<ul style="list-style-type: none"> Establish event plans Operate events Manage follow-up events
0202010103_19v2	Manage real estate	5	<ul style="list-style-type: none"> Manage acquired assets Manage leases Dispose real estate
0202010104_19v2	Manage inventories	2	<ul style="list-style-type: none"> Purchase inventories Maintain inventories Dispose inventories

[CODE] Main(02)+middle(02)+minor(01)+sub(01)_
year(19)+version(v2.1)



Basic Vocational Skills & Job Performance Skills

Competency = Basic Vocational Skills + Job Performance Skills



NCS Utilization

Education(high school, college) and Training institutions

- Reorganization of vocational high school curriculum based on NCS
- Operation of NCS-based curriculum for technical colleges
- Mandatory application of NCS in TVET courses



Companies

- Fair Competency-based recruitment based on NCS in 330 public organizations
- Support for fair recruitment and systematic TVET on private sector
- Training incumbents



Qualification Testing Institutions

- Create and remodel competency items (national skill qualification, work-learning dual qualification, etc.)
- Develop and revise examination criteria in technical qualification area
- Test questions and methods



Employees

- Career development path
- Self-diagnosis tool



National
Competency
Standards

Individual Competency Bank System



A system to issue a certificate of recognition so that **individuals can save an integrate job competency** acquired through education, training, qualifications, etc., and use them for employment, HRM, and self-development



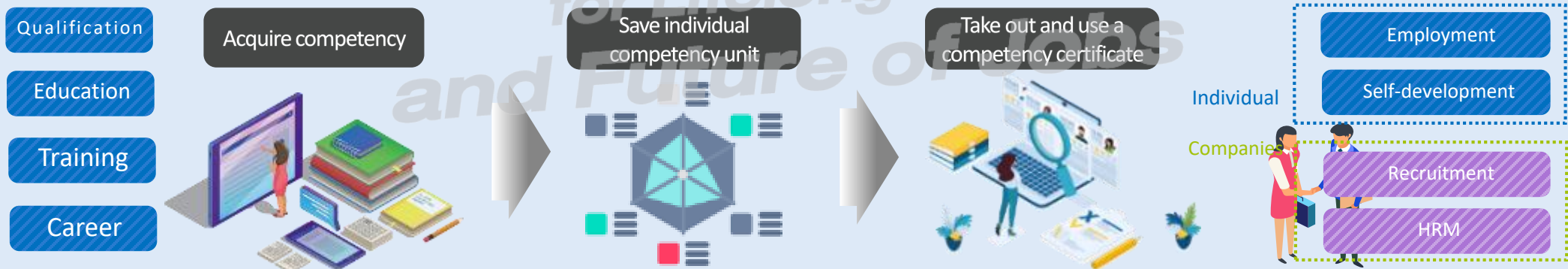
Problem

“ NCS is used in many areas (TVET, qualifications, etc.) due to the labor market trend and policy efforts that emphasize job competency.

“ However, the lack of a system to systematically manage and recognize job competencies acquired by individuals makes it difficult to utilize learning history, etc.

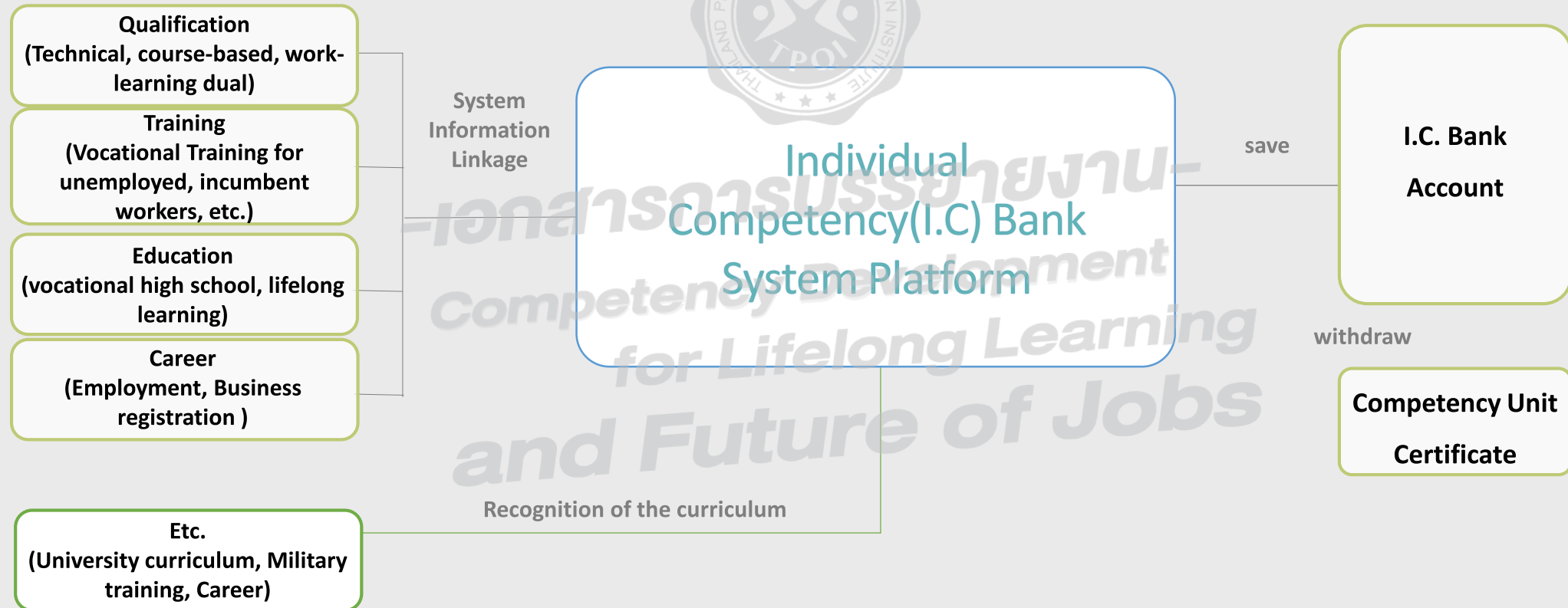
Alternative

Promoting the “Individual Competency Bank System” to save and integrate various job competency information of individuals based on NCS and utilize it for labor market entry, migration, and self-development according to users’ demand ('22~)



I.C Bank System Platform (<http://bank.ncs.go.kr>)

“ A system for systematically and comprehensively **collecting, managing, or** ”
providing job competency information for each individual



Job Competency Certificate of Recognition (example)

Job Competency Certificate (e.g.)

- Name : Gildong Hong
- Date of Birth : 01/01/1990
- Update date and time : 07/29/2022 14:30

Competency Units	Organization	Type	Date (MM/DD/YY)
Drawing analysis 1501020115_16v3	ABC College	Qualification (Engineer)	08/30/2008
Interpreting drawings 1501020116_19v4	DEF Training Institution	Training	12/03/2019

- ▶ Click your job competency information at the job competency bank
Issue all of them at once as a “certificate of recognition” and use it
- ▶ Simple list of learning history, etc.
(degree, qualification, training courses)

- Took 'Big data
application professional developer training
course'

General case

Mark one's specific job competency
(competency unit)

- Plan big data technology platform
- Build data for analysis
- Visualize big data analysis

*Specific units
can be found the
certificate*

Job Competency Certificate of Recognition (example)

Job Competency Certificate

Name:

Date of Birth:

I hereby certify that this person has the following competencies.

■ 자격

How to achieve	Qualification	Organization	Date	NCS Unit Code
Exam-based	Engineer Information Processing	HRDK	May 2, 2024	2201020304

■ 훈련

How to achieve	Training	Organization	Date	NCS Unit Code
In-company Training	Problem Solving	KPC	April 2~May 2, 2024	1001020304
In-company Training	Creati9ve Thinking	KPC	April 2~May 2, 2024	1101020304

Individual Information
(Name, Date of birth)

Qualification information

Training information

Authenticity Verification code

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How to achieve	Training	Organization	Date	NCS Unit Code
In-company Training	Digital Literacy	KPC	April 2~May 2, 2024	1201020304

You can check NCS competency units contents on NCS website(<https://ncs.go.kr>).

Year Month Date

Minister of Employment and Labor

President of HRD Korea

※ The number of page and form may vary depending on the type of job competency

Date of issue

Recognition institution
(MoEL, HRDK)

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I.C Bank Utilization

As-is



Individual

Check one's training, education history scattered across multiple systems and contact each organizations to issue a certification



College
University

Design a curriculum and provide employment guidance for student's job competency



Company

Check employee's information listed simply (academic background, carrer, qualification)

To-be

Save one's job skills in their I.C.Bank accounts
And **withdraw** into
"Competency unit Certification"

Design a curriculum **based on NCS** and students can
save their job skills
in I.C. Bank accounts

Check employee's **specific job competencies**, hire and
deploy the **right people** for one's job



Expected Effects of I.C Bank

“ I.C Bank that helps citizens and enterprises grow ”



Citizens

- **Saving and managing** job skills acquired through various paths such as qualifications, education, training, and career **in an I.C bank account**
- Receive 'certificates' for acquired job skills and **utilize them for job-seeking and vocational skills development**



Enterprises

- NCS-based **competency-based recruitment** by **specifically checking job skills information** through the job skills certificate submitted by job seekers
- **Strategic human resource management** by analyzing the level of job competency of incumbent workers and using it for **personnel placement** and management development



Training Institutes

- Select suitable trainees based on understanding of applicants' previous training and qualifications, and provide customized job-seeking support services

I.C Bank as Seen by the Media



Saved Employment Certificates : Extracting Only What's Needed

고용부, 다음 달 1일부터 직무능력은행 서비스 시행
직무능력정보 통합관리, 필요한 때 '직무능력 인정서' 발급

등록 2023-08-29 오후 12:00:00
수정 2023-08-29 오후 7:28:38
최정훈 기자

[이데일리 최정훈 기자] 내달 1일부터 구직자의 자격증과 이수 훈련 등을 통합해서 관리하고, 구직 시 필요한 정보만 선택해 활용할 수 있는 직무능력은행 서비스가 시행된다.

An Account Helping write Resume

2024.05.21 정책기자단 정지영



오랜만에 이직을 준비하다 보면 난감한 점이 한둘이 아니다. '내가 이 회사를 언제부터 다녔더라?', '이 자격증 적어야 하는데 증빙서류를 발급하려면 어느 사이트에 가야 하더라?', '취득일이 기억이 나지 않는데 자격증 실물을 어디에다 뒀지?'

직무능력은행

NEWSIS

사회 > 노동

Personal Career Information Integrated into I.C Bank

동아일보 업데이트 2024-05-22 03:00

산인공, 교육-자격-훈련 정보에
고용보험-사업자등록-군 경력 추가
6월 고교생 NCS 교과 이수 정보도
고용24 연계, 맞춤형 서비스 예정

Qualification·Education·Training, Verify Everything at Once with I.C Bank

등록 2024.03.19 09:00:00

직무능력은행서비스 확대 개요			
자격	스킬질량 국가기술자격(548종목) 스펙형평가형 자격(179종목) 스펙형승명장(1,114종목)	스펙발차(12종목, '23년 취득자)	
훈련	스펙발배출카드(일반직종, 국가기간전학 산업훈련, KDT 등) 스펙업주 훈련 스펙소사업 훈련 등		
교육	스펙리력 교육훈련과정 △NCS 기반 교과로 인정된 대학 교과 ('23년 149개 교과)		
경력		스펙생학습계좌제 학습이력	
		스펙로자 고용보험 가입이력 스펙인 사업자등록정보 스펙직무표준화 기반 군 경력정보 (사법사업, 약 100명 대상)	
2023.9.1.~		2024.3.19.~	



Thank you

Individual Job Competency Bank System based on NCS

**Competency Development
for Lifelong Learning
and Future of Jobs**



Ministry of
Employment and Labor

HRDK
Human Resources Development
Service of Korea