

TOPCIT Application in the Fosterage and Selection of Outstanding ROKAF Personnel



June 15, 2015

ROKAF HQs

* ROKAF HQs : Republic of Korea Air Force Headquarters

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Selection process of ICS in ROKAF

*** ICS : Information & Communication Specialty**

Selection process

❑ Selection targets(3 categories) : **ICOs · NCOs · SESs**

① **ICOs** : **I**nformation & **C**ommunication **O**fficers

② **NCOs** : **N**oncommissioned **O**fficers

③ **SESs** : **S**pecialized **E**nlisted **S**oldiers

❑ General qualifications

Classifications	ICOs	NCOs	SESs
Ages	20~27	18~27	18~28
Education	University	High school	Middle school
Nationality	ROK	ROK	ROK (Dual citizenship)
Service Obligations	Minimum 3 years	Minimum 4 years	2 years

Selection process

□ Selection methods(ICO's)

Classifications		Regular process	Special process I	Special process II
Selection methods	1 st Screening	Tests (English, History, Recognitions, Decision making, Personality screening)	① Document screening (Requirements review) ② Performance test (unit-specific) ③ Interview(unit-specific)	Document screening (Requirements review)
	2 nd Screening	PE/interview (7 regions)	PE/interview (7 regions)	PE/interview (7 regions)
Application methods		① Applying to any single process is allowed. ② Applying to either the regular or one of special processes is allowed. ③ Applying to both special process I and II is allowed.		

* Selection processes of NCOs and SESs are also similar to special process I

Selection process

□ Specialty & position assignment by process

Classifications	① →	Selection	② →	Basic combat training	③ →	Specialty training
Special process I		Specialty and position assigned at selection				
Special process II		Military specialty only assigned at selection				Position assigned by ranking military basic & specialty trainings
Regular process				Military specialty assigned by ranking military basic training		Position assigned by ranking military basic & specialty trainings

* Specialty & position assignment of NCOs and SESs are also similar to special process I of ICOs

※ Remarks : ① Application, ② Enrollment, ③ Commission

Selection process

□ Positions(special process I)

Classifications	ICOs	NCOs	SEs	Total (by position)
Programming	38	In progress	74	112
Computing management	37	–	–	37
Information security	11	81	104	196
Total (by category)	86	81	178	345

Selection process

□ Positions(special process I)

Classifications	ICOs	NCOs	SEs	Total (by position)
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Locations of special process positions

Units with special process positions are mostly located in major cities

Selection process

□ Selection qualifications(Special process I)

Classification	General qualifications	Common requirement
Programming [38]	<ul style="list-style-type: none">• Bachelors in communications with one of following qualifications<ul style="list-style-type: none">- certificate in programming(OCJP, MTA, etc)- minimum of 3 months experience in programming, etc.	(?)
Computing management [37]	<ul style="list-style-type: none">• Bachelors in communications with one of following qualifications<ul style="list-style-type: none">- certificate in DB/server management/programming- minimum of 3 months experience in server management such as UNIX/LINUX, etc	
Information Security [11]	<ul style="list-style-type: none">• Bachelors in information security with one of following qualifications• Awarded in national/international hacking competitions (e.g., facebook hacker cup]• Certificate in information security(CISA, CISSP, etc)• Experienced in an information security programming project, and so on	

Selection process

□ Selection qualifications(Special process I)

Classification	General qualifications	Common requirement
Programming [38]	<ul style="list-style-type: none">• Bachelors in communications with one of following qualifications<ul style="list-style-type: none">- certificate in programming(OCJP, MTA, etc)- minimum of 3 months experience in programming, etc.	TOPCIT level 3 [400~699] minimum
Computing management [37]	<ul style="list-style-type: none">• Bachelors in communications with one of following qualifications<ul style="list-style-type: none">- certificate in DB/server management/programming- minimum of 3 months experience in server management such as UNIX/LINUX, etc	
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Selection process

❑ Selection qualifications(Special process II)

- ① Required majors : electric/computer/information security engineering
(including similar majors)
- ② Masters in related fields
- ③ Certificate of professional engineer information communication
- ④ Experienced in programming or development
- ⑤ Having certificates of technical qualifications in related fields
- ⑥ Certified in programming(such as web programming, professional in embedded SW development, and so on)
- ⑦ Certified in information security(CISSP, CISA, hacking security professional, internet security professional, and so on)
- ⑧ (?)

Selection process

❑ Selection qualifications(Special process II)

- ① Required majors : electric/computer/information security engineering
(including similar majors)
- ② Masters in related fields
- ③ Certificate of professional engineer information communication
- ④ Experienced in programming or development
- ⑤ Having certificates of technical qualifications in related fields
- ⑥ Certified in programming(such as web programming, professional in embedded SW development, and so on)
- ⑦ Certified in information security(CISSP, CISA, hacking security professional, internet security professional, and so on)
- ⑧ Minimum of leve TOPCIT Evaluation

Selection process

Applying/selecting communication specialty

Obtain TOPCIT scores during his/her school days

- ➡ Apply to a communication specialty through special process I or II

Overall

Sub-conclusion

Written test exemption

- ➡ Communication specialty + Desired position
+ Preferred location



Active duty as IC military personnel

Active duty

- ❑ Targets : All ROKAF military personnel(including ICS)
- ❑ Military education(3 kind) : TOPCIT education(basic · intermediate · master : 22 total)
 - ❑ ICO curriculum : 3 curriculums
 - ❑ NCO curriculum : 19 curriculums(including civilian worker's curriculum)
- ❑ Self-motivated, self-scheduled learning through education portal (e-learning) at one's work desk (using intranet)
 - ❑ Update materials(video lectures, past exams) through cooperation of Institute for Information & communications Technology Promotion (IITP)

Active duty

- ❑ Regular **TOPCIT** tests(2~3 per year) : **free**(to improve individuals' potential)
 - ❑ **Mandatory** : ICOs(Maj. and below), NCOs(SW related specialty), civilian workers
(IC Unit Experience, Computation)
 - ❑ **Optional** : communications specialists not listed above, other specialty personnel
(payment required for other services)
- ☞ ① **Top performers and merited workers (up to 2) receive training abroad**
(hosted by IITP)
- ② **Top scorers are awarded by Chief of Staff, ROKAF (per test)**

Active duty

- ❑ Regular test scores reflected : **Personnel · Educational management**
 - ❑ **Personnel management**
 - Regular test scores are reflected in Human resource records
 - **Reflected when applying to communication positions with required skills**
 - Additional points are given in prolongation/long-term contracts of officer/NCO selections
 - ❑ **Educational management**
 - **Bachelors**(national · abroad) : Masters, Doctorate
 - **Skill improvement training** : company training, overseas training, etc.
 - **Military training** : National Defense University, Joint Forces Military University, etc

overall

Self-scheduled education on active duty is available

➔ Scores are utilized in education, selection, and screening



Discharge

Discharge

- ❑ TOPCIT scores obtained on active duty are recognized in job applications [40 companies, additional points are given].
 - ❑ Increasing number of companies to reflect TOPCIT scores in their job applications(sponsored by IITP)
 - ❑ Based on '13 TOPCIT scores, special process positions had higher employment rate
- ❑ Various institutes(SW institutes, communication institutes, etc) recognize military experience career additionally.
 - ❑ Career experience is recognized when military experience certificate(issued by the ROKAF HQs) is submitted.



TOPCIT scores obtained on active duty and military experience are utilized in job applications.



Future works

Future works

- ❑ Regular process(ICOs · NCOs · SESSs)

- ➔ Additional points are given reflecting TOPCIT scores.

- ❑ National defense digital fusion department(Ajou university)

- ➔ Obtaining TOPCIT scores is a graduation requirement.

- ❑ Appointment of civilian workers in the military(ICT occupational group)

- ➔ Additional points are given reflecting TOPCIT scores

- ❑ Information & communication contest

- ➔ TOPCIT test is added.

- ❑ Cadets(information computing, electrical engineering majors) in ROKAF academy

- ➔ TOPCIT tests required.



Conclusions

Conclusions

ICT majors(bachelors minimum) who utilizes TOPCIT in universities

Selection

- ① Utilize TOPCIT scores
(written tests exempted)
- ② Get assigned as ICOs, NCOs, and SESs

Active duty

- ① Constant TOPCIT studying
- ② Taking regular TOPCIT tests
- ③ Get TOPCIT scores reflected in HR/educational management

Discharge

- ① TOPCIT scores reflected positively at job applications
- ② Attain certification of military work experience

Conclusions

- ① ICT majors ➡ ② Service in related specialty ➡ ③ Transfer to specialized resources in the industry

Q & A



Thank you!

