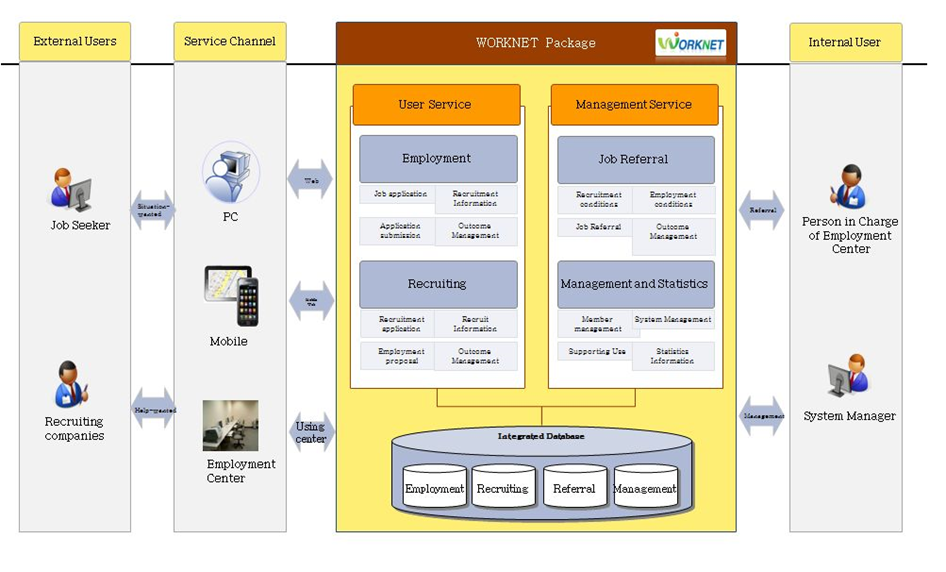
**ABOUT WORKNET[[1]](#footnote-1)**

**Introduction**

* 1. Korean WorkNet® was founded 1998, and became national job portal providing job openings of not only job centers of central and local government but also private employment services. Everyday about 770,000 visitors are using WorkNet® to find job and search labor market information and career guidance. Page per view reached 9.9 billion pages. User members of WorkNet® reached 10 million of job seekers, and 1.25 million of companies. Available job openings are around 170,000 at any given days. Hardwares of WorkNet® consist of 3-tiers with web server, application server, and DB servers which is multi-structured for load balancing. Services for job seekers processed with 4 stages of services of resume writing, search, apply and finish up. Only certified resume can be posted and exposed through WorkNet®, 5 individualized resume and self-introduction movie can be posted. Items of job seekers resume application are name, ID, address, contacts(telephone, email, mobile), education, careers, qualifications, computer, foreign language, driving skills, occupational codes, region for job seeking, employment types, military services, reservation wages, purpose of application, needs for job matching services, oversea employment, self-introduction, exposure for online, membership application for WorkNet®, application for employment subsidy pool, accordance for individual information usage.
  2. The high edge job search engine is used for DB searching. Items for searching jobs are location(260 cities and districts), occupations(1,300 codes for occupational classification), wage level, education, year of career, preference for youth, aged, women, and handicap, date of upload, source of job openings, green jobs, employment type(full time, part time, weekends, and etc.), working condition, working hour, shifts, company types(large, small, public, foreign, venture and etc.), number of employees, welfare of company(dormitory, and commuting methods), qualification, and language skill.
  3. Employer services also consist of 4 stages of services of job posting, search, apply, and finish up. Items for job opening application are title of company, website, ID, address, industries name, detailed production, No. of employee, assets, revenue, title of job opening, occupation, detailed job description, No. of hiring, education requirement, career requirement, address of workplace, employment type, qualification, computer skills, foreign language, driving skill, affirmative groups, disabled, military service, wages, working hour, beneficiaries, working environment, final date of application, application methods and documents, contacts, purpose of application, agreement for the usage of the job opening data, additional information.
  4. Career guidance services are consist of online vocational psychological tests, Online Vocational Counseling, University Major Information, Cyber Education Center for Career Counseling, Career Engines Magazines for professional vocational counselors
  5. Online vocational psychological tests are Vocational Interest Test, Aptitude Test (high school), Aptitude Test (Middle School), Vocational Value Test, Career Development Test, Vocational Personality Tests (short/long), Interest Test for High school major, Interest Test for University Majors, Career Awareness Test for Elementary School Students.
  6. Occupational information are Occupational Movies, Korea Network For Occupation and Workers, Korea Occupational Outlook Handbook, Korea Dictionary of Occupational Titles, New Job Research: Creating New Jobs which are not exist in Korea, Job Map (Labor Market Information).

*Figure 1 Services of WorkNet*®



* 1. In 2011, KEIS started mobile services of WorkNet®. 2.5 million of WorkNet® Apps were downloads, and everyday about 430,000 users are access through mobile which is number one in the world. Mobile services are characterized as searching jobs, easy job searching by setting the searching engine for individual purpose, website and mobile real time connection, jobs around you service using GPS (List, Map, Satellite) and hybrid technology for APPLE, Window, Android. Mobiles services are consist of Widget for My Search Engine and Keyword Search, PUSH service for my preferred companies, and my search jobs, inform if some company searched your resume, 784 occupation information, 133 university major information, mobile application for counseling with vocational counselors at school.

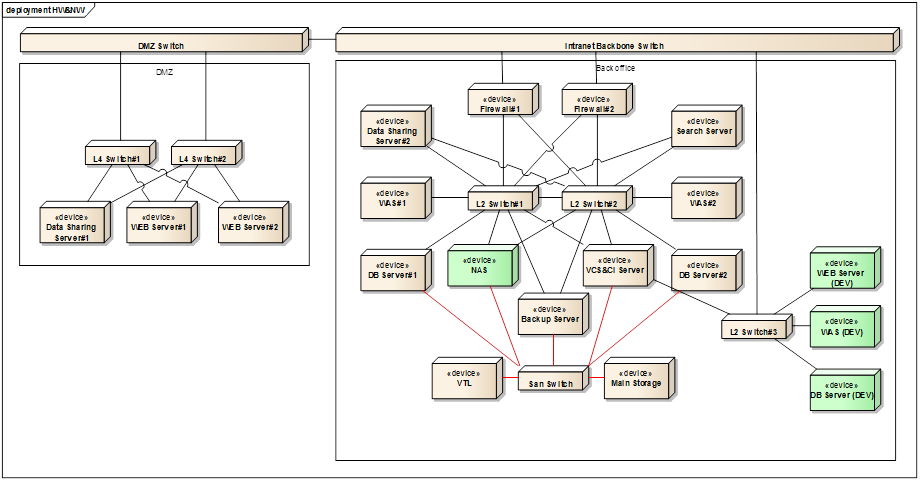
**Capacity building for Public Employment Services (PES)**

* 1. Technical assistance for PES development include: (i) diagnostic and consultation; (ii) development of strategic plan of action (SPA); (iii) costs estimation; and (iv) knowledge transfer through training.
  2. Major activities of consultation missions are consisted of research, data analysis, and interviews over the IT and PES environment and ecosystem.

| **Organization** | **Interviewee** | **Subjects of interview** |
| --- | --- | --- |
| Stake holders  of all related organizations | Kick off meeting | Introduction of WorkNet®  Explain overall consultation projects  Q&A |
| Ministry | Employment policy makers | Major employment policy  Employment statistics  Current labor market statistics  Target policy groups(youth, female, aged)  Labor market movement  Life time career cycle  Purpose of introduction of job matching websites  Budget related with job matching system  Partnership with private employment service agencies  Standard Occupational classification  Standard Industrial Classification  DB links with other Ministries |
| Job centers | Managers and staffs of job centers(Large and Medium size) | Basic process of job matching  Form for job seekers and job openings  Study visit of 2 job centers large and medium size |
| Public online job matching system | Engineers and developers of public job matching system | Overall process and current situation related with online job matching systems |
| Decision makers | Vision of public job matching system |
| Service Planners | Budget for system development  History of job matching system and future orientation |
| Service developer/operators/website managers | H/W, S/W development and current system of job matching website  Linked systems  Overall process of SI projects study visit system room |
| IT policy makers | Governmental IT policy developer | National IT development strategies |
| IT government managers | Department managing IT government | Law and regulation related with development governmental system  Standard of IT system, security regulations |
| Private job matching service provider | Managers of top private job matching service providers | Websites development and operation  Study visit the private online job matching companies |
| IT solution providers | SI solution providers which has profound experience developing governmental projects | Competency for developing WorkNet® |

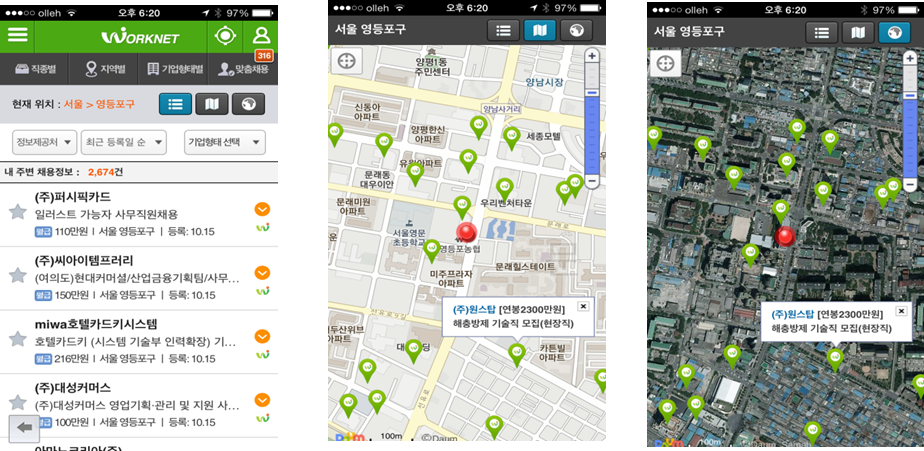
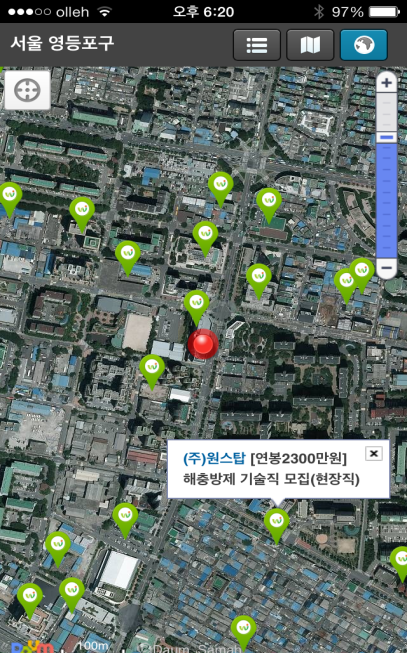
* 1. The development of strategic plan of action (SPA) for each beneficiary country which will address key issues such as population size, PES features and services, IT environment, among others; SPA will covers job placement service, e-employment service, Occupational information, and community services with 7 core database of memberships, job matching, job seeker service, data certification, job openings, internet customer service and statistics. In addition of online services, the SPA will provide mobiles services components of job search, jobs around you (GPS), and push services.

*Figure 2. the system diagram of WorkNet*®



* 1. An estimate on hardware and software costs which will also be considered for implementation purposes. SPA will include budget reports for **1)** Platform: Information standardization for the WorkNet®, information transferring technology standardization for the WorkNet®, and applying Open API service of WorkNet®, **2)**Application development for customizing target country WorkNet® with BPR(Business Process Remodeling), BPR for adopting the vocational counseling process of target country to WorkNet®, customizing WorkNet® application for target country, mobile WorkNet® development, and customizing WorkNet® mobile application for target country, **3)** Infrastructure Hardware: Implement high capacity servers for the WorkNet® system, applying capacity, reliability and maintainability of WorkNet®, applying rich options and fast result for job matching of WorkNet®, applying quality of reports for researching labor market of WorkNet®, and applying log analytics reports for marketing of WorkNet®, and **4)** Infrastructure System Software: Applying capacity, reliability and maintainability system software of WorkNet®, and applying search engine, log analytics solution, and reporting solution of WorkNet®.

*Figure 3, Mobile WorkNet*® *application*



* 1. Training program in Korea for PES officers. One team of two members from each participant country (approximately a total of 15 people), including vocational counselors, will travel to Korea to finalize the SPA and receive training on the implementation of the WorkNet® development projects and, operation and maintenance of WorkNet® in the target countries.

1. This document was prepared by Dr. Sang Hyon Lee, Research Fellow, KEIS, [betterworld@keis.or.kr](mailto:betterworld@keis.or.kr) [↑](#footnote-ref-1)