

NHI

Leading-edge HRD, Warm-hearted NHI

 국가공무원인재개발원

 National Human Resources
Development Institute

Fostering national core talents for Korea's brighter future

National Human Resources Development Institute (NHI)

Jincheon Campus

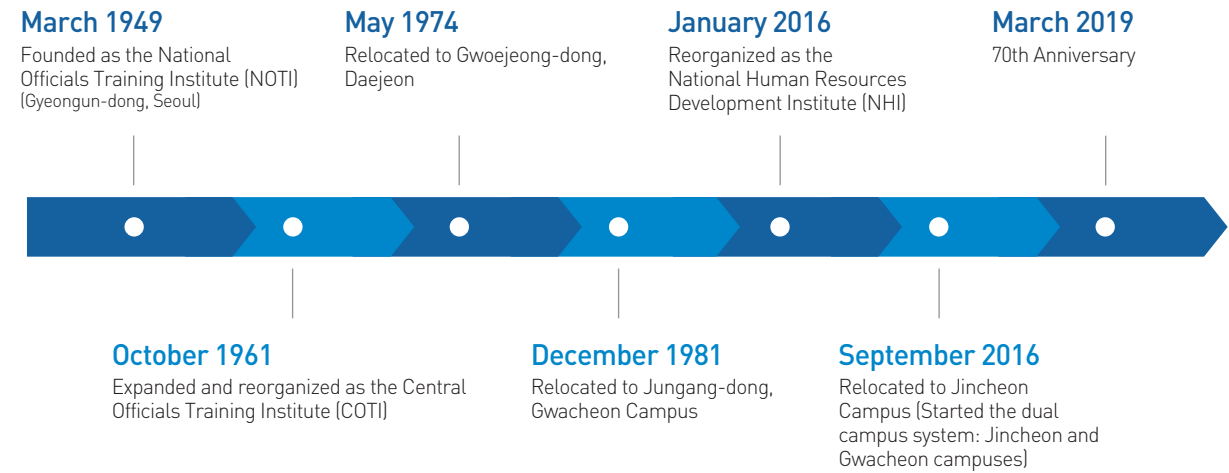
30 Gyohak-ro, Deoksan-myeon, Jincheon-gun,
Chungcheongbuk-do, Republic of Korea (27873)
Tel +82-43-931-6000

Gwacheon Campus

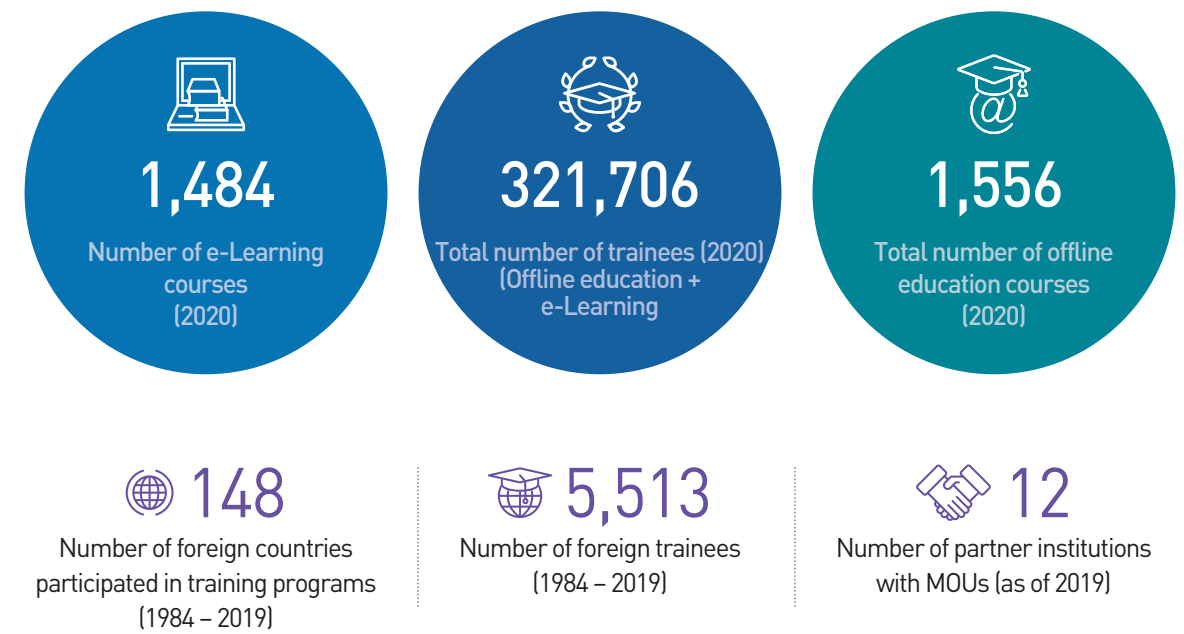
118 Gyoyukwon-ro, Gwacheon-si, Gyeonggi-do,
Republic of Korea (13811)
Tel +82-2-500-8518



NHI HISTORY



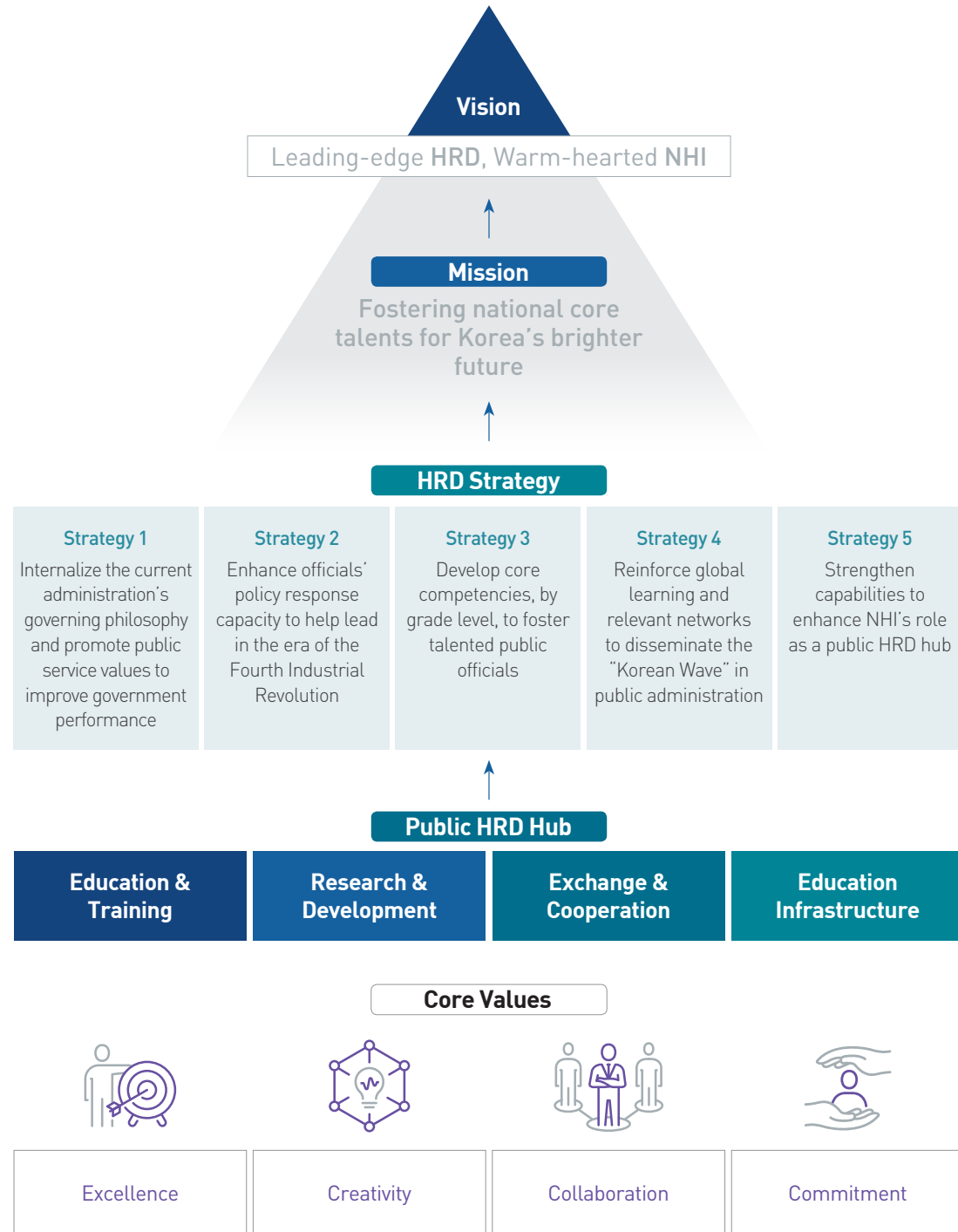
NHI in NUMBERS



Contents

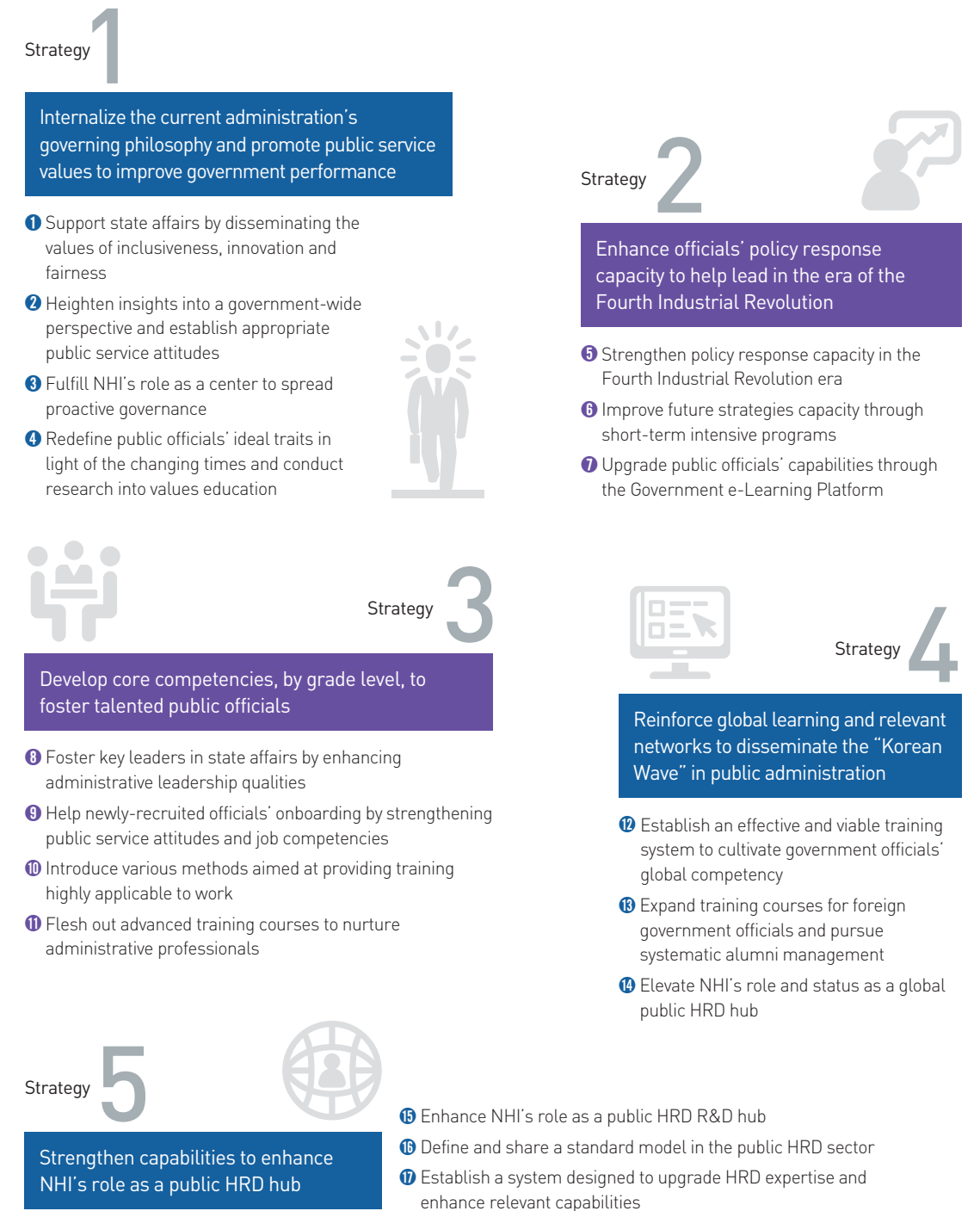
03 History & NHI in Numbers	04 Vision	05 HRD Strategies	06 Organization	07 Training Programs in 2020
08 Main Functions	16 Facility	22 Map		

NHI VISION & HRD STRATEGIES

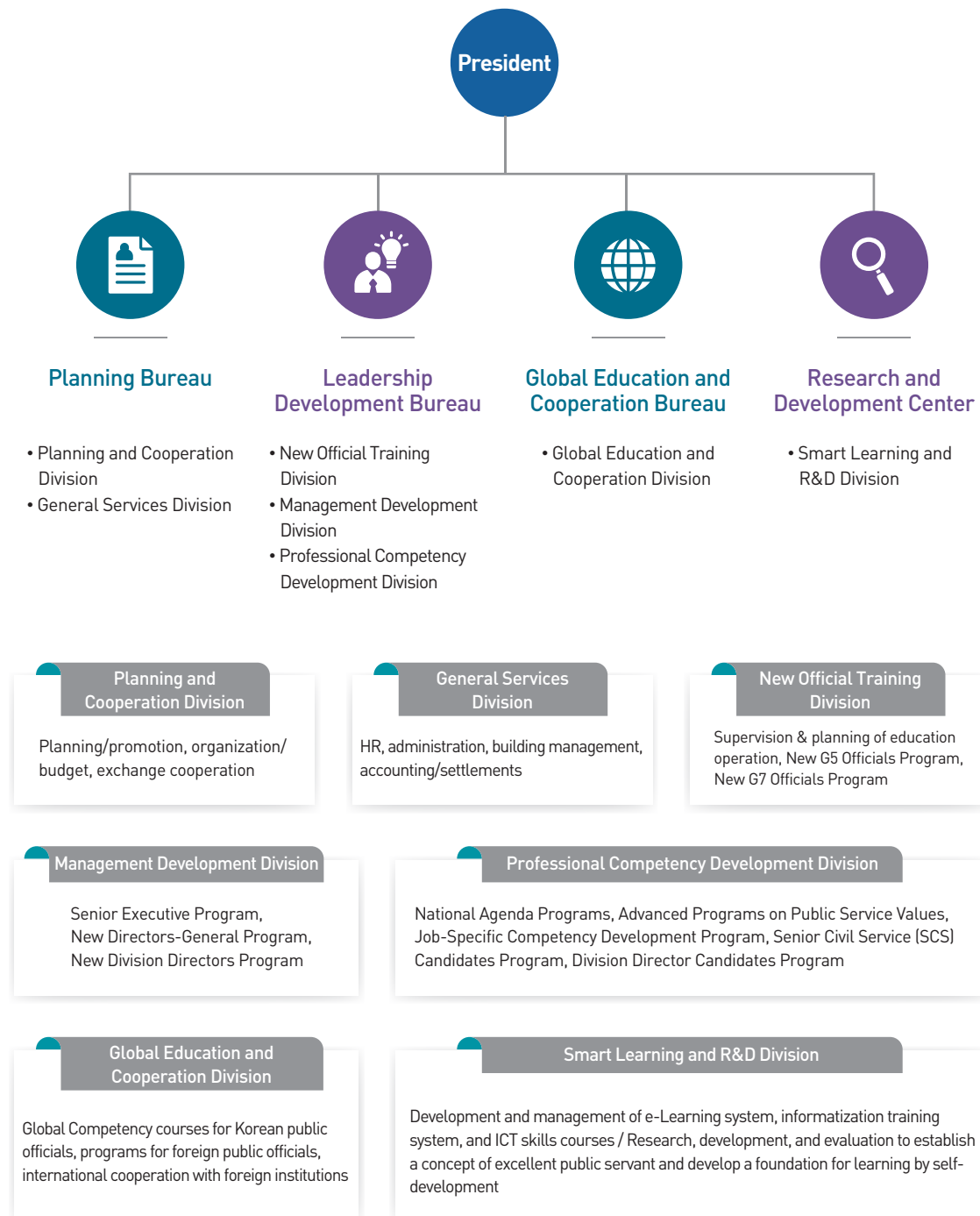


National HRD FIVE STRATEGIES 17 KEY CHALLENGES

NHI is driving Korea to a brighter future by fostering national talents with interdisciplinary creativity and insight to lead social change.



NHI ORGANIZATIONAL CHART



NHI TRAINING PROGRAMS IN 2020

Category	Governing Philosophy and Public Service Values	Leadership in the Public Service	Job Competency and Expertise	Global Competency
Primary Content	<ul style="list-style-type: none"> Understand and implement the current administration's governing philosophy Establish an excellent public service attitude and public servant image 	<ul style="list-style-type: none"> Understand roles by grade level, and cultivate core common competencies Enhance work competencies (common knowledge required for public duty) 	<ul style="list-style-type: none"> Cultivate common work competencies Cultivate ICT skills 	<ul style="list-style-type: none"> Understand the global environment and heighten a global policy mindset Strengthen global competencies (e.g., ability to conduct international affairs)
Senior Civil Service	Workshop on the National Agenda	Senior Executive Program		
Director (Grade 3-4)	National Agenda Programs	New Directors-General Program	Senior Civil Service (SCS) Candidates Program	
Grade 4-5	Advanced Programs on Public Service Values	New Division Directors Program	Division Director Candidates Program	
Grade 6 and below		New G5 Officials Program (Open / Career Recruits) G5 Promotion Program	New G7 Officials Program (Open / Talent Recommendation by Region)	
		New G9 Officials Program (Open / Talent Recommendation by Region)	- Administrative Assistants Program - Part-time Employees Program	
Platform	The Government e-Learning Platform			

Vertical Program Labels: Job-Specific Competency Development Program, ICT Programs, Basic Global Competency Development Programs, Advanced Global Competency Development Programs, Preparation for Long-term Overseas Training Program, International Programs for Foreign Officials



Classification of Public Officials in General Service in the Republic of Korea

Minister and Vice Minister / Senior Civil Service (Deputy Minister and Director-General) / Grade 3-4 (Director) / Grade 5 (Deputy Director) / Grade 6-9 (General Staff)



Strategic Partners in Conducting State Affairs

Senior officials in the civil service who play principal roles in conducting state affairs share the directions of the current government administration in order to drive change and innovation within the public service community. The programs in the module place a strong emphasis on inter-departmental communication and collaboration to act as a driving force behind the national agenda.



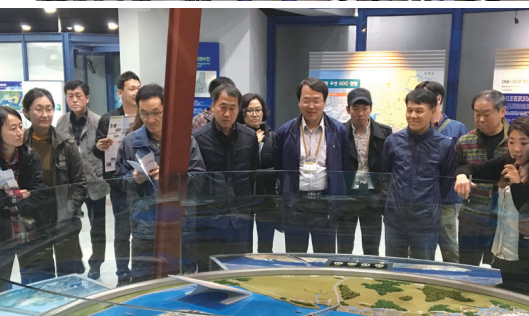
Workshop on the National Agenda

- Serves as a forum for the sharing and dissemination of the administration's governing philosophy to drive the national agenda
- Launched as the "Seminar on National Strategy" in 2010 for directors-general, deputy minister-level senior public officials in central government agencies
- Provides opportunities to share various approaches to implementing the national agenda and serves as a venue for constructive discussion and practical resolution of current affairs



Practice of Social Sensitivity Program

- Develops the social sensitivity of public officials and cultivate their practical policy competencies
- Helps officials in charge of developing policies on social sensitivity upgrade their capabilities to practice social sensitivity
- Utilizes programs that encourage participation and problem resolution in order to put social sensitivity into practice and to provide possible solutions



Employment & Economy Program

- Provides an understanding of the government's job creation policy direction and the principles of people-centered, income-driven economic growth
- Strengthens public officials' capability to implement job policy
- Officials engage in benchmarking and field learning of best practices related to job policy



Future Prediction Capacity Development Program in the Era of the Fourth Industrial Revolution

- Helps officials understand future prediction methods in the era of the Fourth Industrial Revolution
- Officials select conflicts and issues in future prediction, and collect related information for further discussions
- Officials draw future prediction scenarios and practice related policy design



Fostering Core Leaders in State Affairs

By using a complete "Leadership Pipeline" tailored to the life cycle of managerial-level public officials, NHI is dedicated to providing well-structured training programs for the benefit of national core talents.

* Leadership Pipeline: A leadership-competency development system based on the roles and responsibilities given to officials at different stages of their careers

Senior Executive Program

- Fosters leaders in state affairs equipped with keen insight and professional expertise
- Available to director general-level officials in central and provincial government agencies and executive-level officers in public institutions. Since 1993: 27 classes completed; 1,495 officials trained (as of 2019)
- Focuses on internalizing public service values and ensuring organizational-change management and global competency



New Directors-General Program

- Enables officials to recognize the importance of their roles, to gain expertise, and to strengthen the competencies required of directors-general
- Available to new directors-general (up to two years in the position); offered since 2018
- Cultivates the leadership skills, emotional empathy, communication skills, and trust required of new directors-general



New Division Directors Program

- Helps officials develop creative/strategic thinking skills and cultivate organizational-innovation competency
- Available to newly-appointed division directors in the central government who have been assigned to a position within the previous year or who will be assigned to a position within a year
- Focuses on developing leadership skills and job competencies, understanding change management, and upgrading communication skills



1	
2	① Senior Executive Program
3	② New Directors-General Program ③ New Division Directors Program



Foster New Entry-level Managerial Government Officials to Drive Change

NHI has introduced an advanced academic management system characterized by the use of policy cases, individual practice, and feedback to improve officials' policy planning skills. NHI offers an optimal learning environment in collaboration with specialized educational institutions, and features customized training by grade level.



1	2
---	---

- ① New G5 Officials Program
- ② G5 Promotion Program

New G5 Officials Program

- Cultivates appropriate perspectives on public service and fosters the recruits as core leaders equipped with policy competencies for the future
- Launched as a new administrative program in 1967; 64 classes completed; 13,276 officials trained (as of 2019)
- Develops core professional leaders who are able to put what they learn into practice

G5 Promotion Program

- Available to central government officials eligible to be promoted to Grade 5; helps officials cultivate leadership and policy management capabilities
- Launched as the Training Program for Entry-Level Managerial Officials in 1967; 151 classes completed; 38,316 candidates trained (as of 2019)
- Cultivates common skills and competencies, including common work competencies, developing a global mindset, and understanding current IT trends



Train Future-oriented Public Service Experts

Tailored professional training courses are offered to better prepare public officials to propose solutions for the current social agenda and to adapt to a future transformed by cutting-edge technology.

Personnel Innovation Competency Improvement Program

- Fosters core talents by providing an understanding of the direction of personnel innovation policy and of its importance
- Available to officials in charge of personnel management in government agencies; two-day course, held twice a year
- Focuses on understanding given tasks for personnel innovation, providing practical knowledge of the personnel system, and sharing best practices.

Advanced Management Program (Conflict Management)

- Improves officials' conflict management competency and skills in response to changes in the administrative environment
- Available to officials in charge of policies and projects in the public sector; an annual three-session course provided over three months
- Focuses on case practice of core competency on conflict management and on-site learning

Policy Planning Skills Development Program

- Improves the policy-planning capability and problem-solving skills of officials
- Available to G5 – G7 public officials; held five times a year (a three-day course)
- Focuses on understanding the policy making and policy implementation process by providing officials with the required knowledge and technology needed for policy making

Data-basis Job Performance Development Program

- Provides officials with an understanding of the importance of data application and enhance data-driven capacity for data analysis, process and application
- Available to G5 – G7 public officials twice a year (a three-day course)
- Focuses on the study of public-data application cases





Upgrade Public Officials' Global Competency

NHI offers practice-focused learning programs to build the theoretical and practical competencies of government officials engaged in international exchanges and cooperation. NHI also works with professional institutions in the private sector to benchmark excellent case studies and ensure substance in the global competency programs designed for public officials. Various programs are available for foreign public officials and are designed to share experiences in national development and cement the friendly relationships between countries.

* 5,513 officials from 148 countries (e.g., Malaysia, Uzbekistan) participated between 1984 and 2019

Basic & Advanced Global Competency Development Programs

- Develop competencies of officials in charge of international affairs to enhance responsiveness to the global environment
- Foster skills for international affairs by upgrading capabilities for planning and managing international conferences and international negotiation
- Ensure a global mindset for officials in charge of international affairs

Preparation Program for Long-term Overseas Study

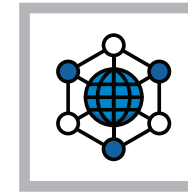
- Maximizes the outcome of overseas study by providing understanding of the current international situation and major global issues and by cultivating skills to better adapt to life in other countries
- Supports the soft landing of long-term overseas trainees in the English-speaking countries
- Fosters experts in the destination countries by helping trainees to acquire advanced knowledge, benchmark exemplary systems, and build personal networks with public officials in those countries

Customized Programs for Foreign Officials

- Share Korea's national development strategies and experiences and promote friendly relations
- Designed and implemented as requested by foreign countries (e.g., Japan, Malaysia, Russia, Vietnam) or international organizations

International Programs for Foreign Officials (Sponsored by KOICA)

- Share Korea's experiences, technologies, and expertise in the economic development process with developing countries, and support those countries in strengthening the competencies of their public officials
- Organized and run for developing countries eligible for Korea's ODA (Official Development Assistance) sponsored by KOICA (Korean International Cooperation Agency)



Build a Network for Domestic / International Exchanges and Cooperation

The Public-Private Education Development Council has been established to promote exchange and cooperation between education and training institutions in both the public and private sectors. In addition, the Public HRD Contest is held annually to identify and foster outstanding lecturers as well as to share and disseminate exemplary learning programs. Domestic exchange and cooperation programs are also underway to identify mutually beneficial development strategies for education and training institutions.

Public-Private Education Development Council

- Supports exchanges of training programs and lecturers between private and public education and training institutions; provides a forum for the discussion of education and training techniques and their research and development outcomes (Council meetings between heads of institutions, working-level meetings)
- Builds an organic framework of collaboration between private and public education and training institutions and aids in the search for mutually beneficial development strategies (since 1988)
 - Members (as of 2020): 110 institutions (42 national, 24 regional, 28 public, and 16 private)

Public HRD Contest

- Identifies and fosters outstanding lecturers through a contest that covers various fields (e.g., lecture, R&D, course development)
- Develops, shares, and disseminates effective teaching techniques, outstanding research outcomes, and exemplary education courses
- Proposes ideal directions for development in education and training in the public sector and promotes exchange and cooperation between education and training institutions of different levels (since 1983)

Committed to promoting international exchange and cooperation, NHI endeavors to build a global network and to share the Korean models of public administration. Its activities include hosting and participating in international events (e.g., Global Public HR Conference, EROPA); providing consulting services for education and training institutions in developing countries; and hosting seminars for foreign public officials who complete an NHI course.

Exchanges with International Organizations

- Hosted (2017) and participates in the Eastern Regional Organization for Public Administration (EROPA) General Assembly and Conferences
- Holds the Global Public HR Conference annually
- Pioneers the global age by engaging in exchange and cooperation with international organizations

Exchanges with Foreign Education and Training Institutions

- Promotes exchanges in advanced HRD techniques and the latest issues with education and training institutions in foreign countries
- Signed MOUs (with 12 countries) for continued exchange and cooperation
- Implements the Development Consulting Program (Development Experience Exchange Partnership - DEEP) in developing countries





Support public officials with smart learning for self-development

Government e-Learning Platform



The Government e-Learning Platform is an optimal, readily accessible individual learning system designed to pioneer the e-Learning paradigm for public officials. It offers smart learning, mobile-based social learning, and a content curation platform, inspiring public officials to engage in self-directed learning and to refine their competency.

Main Features

All-in-one e-Learning service accessible anytime, anywhere

- Access the Government e-Learning Platform (an online education and training site for central and local government agencies) to find and take courses
- One-stop access to different content (e.g., governing philosophy, leadership, language, informatization)
- e-Books and audio books to lift the burden off strained eyes and hands

Tailored recommendations of best possible learning programs

- Management skills: Develop leadership competency and macroscopic perspectives on future strategies
- Professional competency: Develop practical and professional competencies and acquire essential knowledge required of public officials
- Topics of interest: Recommendations based on the topics of interest of learners
- Preference: Recommendations of popular/preferred courses in the same/similar departments or at the same levels

Micro-learning services for just what learners need

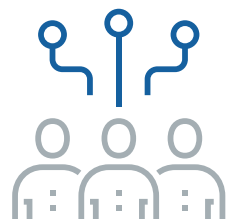
- Content in short clips (approximately 10 minutes)
- Learners can select what they need
- Various forms of content (e.g. CNN news, text-type news cards, etc.)

Collaborative learning services based on social networking for greater joy in learning

- Community: Support for communication and collaborative learning via communities matched with courses
- Knowledge Q&A: Knowledge sharing via 'Knowledge IN' for public officials
- Blog: Production of knowledge and content

External learning resources for an enriched learning environment

- Integration of learning resources across government agencies
- User-created content (UCC) provided and shared
- Matched with external open learning resources



Available Courses

- Regular Courses: Systematic e-learning courses with multiple classes
- Micro-learning Courses: Single content selected by learners
- e-Book: e-books and audio books for obtaining knowledge in various areas such as economics, social sciences, and the humanities
- Social-learning: Learners get to recommend courses, share comments, and participate in communities and Q&A
- Offline Education-related Courses: e-Learning courses provided in connection with offline courses
- Customized Courses for Agencies: Courses customized for government and public agencies that cannot offer their own e-Learning courses
- Open Courses: Immediate access to learning without signing-up

Joint Access

The Government e-Learning Platform shares its learning system and content with education and training institutions in the central and local governments, public organizations, and national universities, while enhancing the quality of e-Learning courses, minimizing budgets, and maximizing synergy.



Jincheon

Innovative Leadership Campus



Facilities

- 1 Auditoriums (1F, 2F)
- 2 Lecture Halls (16)
Small Discussion Rooms (38)
- 3 Library (2F - 3F)
- 4 Dormitory
- 5 Book Café (2F)
- 6 Cafeteria
- 7 Cafe and Shop
- 8 Fitness Center (1F)
- 9 Stadium
- 10 Tennis Court
- 11 Parking Lots

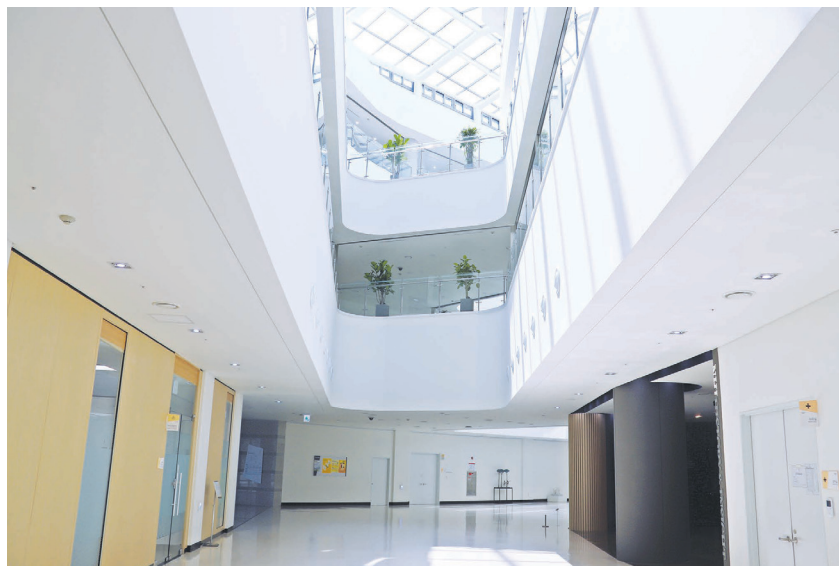
Gwacheon

Global Leadership Campus



Facilities

- 1 Auditorium
- 2 Conference Hall
- 3 Lecture Hall
- 4 Distance Education Center
- 5 Senior Lecture Hall
- 6 Seminar Rooms
- 7 Small Discussion Rooms
- 8 Cafeteria
- 9 Dormitory
- 10 Fitness Center
- 11 Stadium
- 12 Tennis Court
- 13 Parking Lots



1	2	3
4	5	

① NHI History Hall
 ② Eum Maru
 ③ DoranDoran (Chatting Lounge)
 ④ Hallway and Ceiling (designed like a prism)
 ⑤ NHI Hall of Fame for Best Lecturers



Spatial Design to Inspire Creativity and Learning

NHI supports trainees' self-development by designing spaces to inspire their creativity and learning.

NHI Hall of Fame for Best Lecturers

- In a ceremony held each year, best lecturers are selected and awarded prizes for their devotion to the education of public officials.
- With their names enshrined in the Hall of Fame, best lecturers join the NHI network to further advance the quality of education.

Space for Inspiration and Creativity

- Area where staff members and trainees can have a break and communicate with each other. Includes a display of artworks from Art Bank of the National Museum of Modern and Contemporary Art.



Optimal Environment for Education

NHI offers amenities and multi-purpose spaces for community gatherings to encourage trainees to wind down and empty their minds to better focus on learning and enriching their minds.



- ① Lecture Theater
- ② Lobby
- ③ Fitness Center
- ④ Book Café
- ⑤ Dormitory
- ⑥ Auditorium (1F)



Fitness Center

For the health and fitness of trainees (Ground floor, dormitory)

Book Café

Book Café is designed for trainees to enjoy reading and small chats (Ground floor, dormitory)

Dormitory

Comprised of amenities and break areas for pleasant stay during the course, including regular rooms (double) and single rooms for people with disabilities



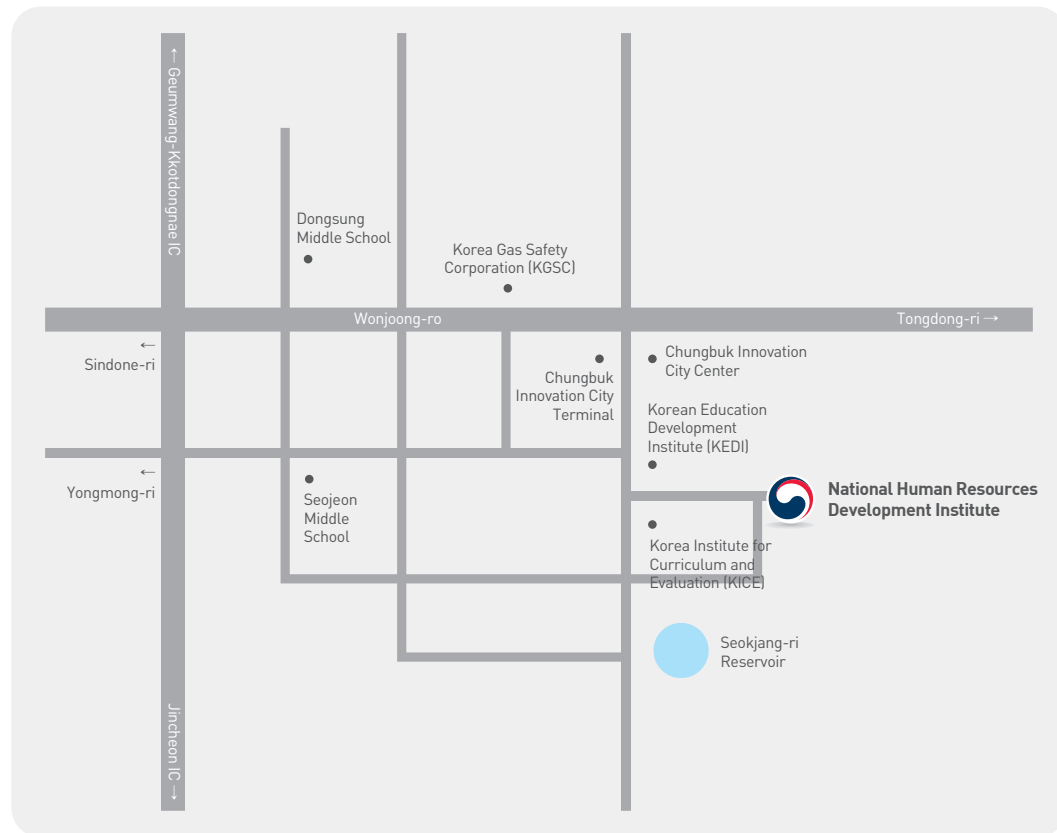
Jincheon Campus

Auditorium	Lecture Hall (Medium)	Lecture Hall (Small)	Discussion Room	Dormitory	Cafeteria
736 persons (2 auditoriums)	550 persons (4 halls)	660 persons (12 halls)	760 persons (38 rooms)	519 persons (219 rooms)	404 persons (Private hall (72 seats))

Gwacheon Campus

Auditorium	Lecture Hall	Seminar Room	Discussion Room	Dormitory	Cafeteria
291 persons (1 auditorium)	941 persons (11 halls)	140 persons (3 rooms)	349 persons (23 rooms)	75 persons (38 rooms)	336 persons (4 rooms)

Jincheon Campus



Address

30 Gyohak-ro, Deoksan-myeon, Jincheon-gun, Chungcheongbuk-do, Republic of Korea [zip code : 27873]

Telephone

• General inquiry +82-43-931-6000

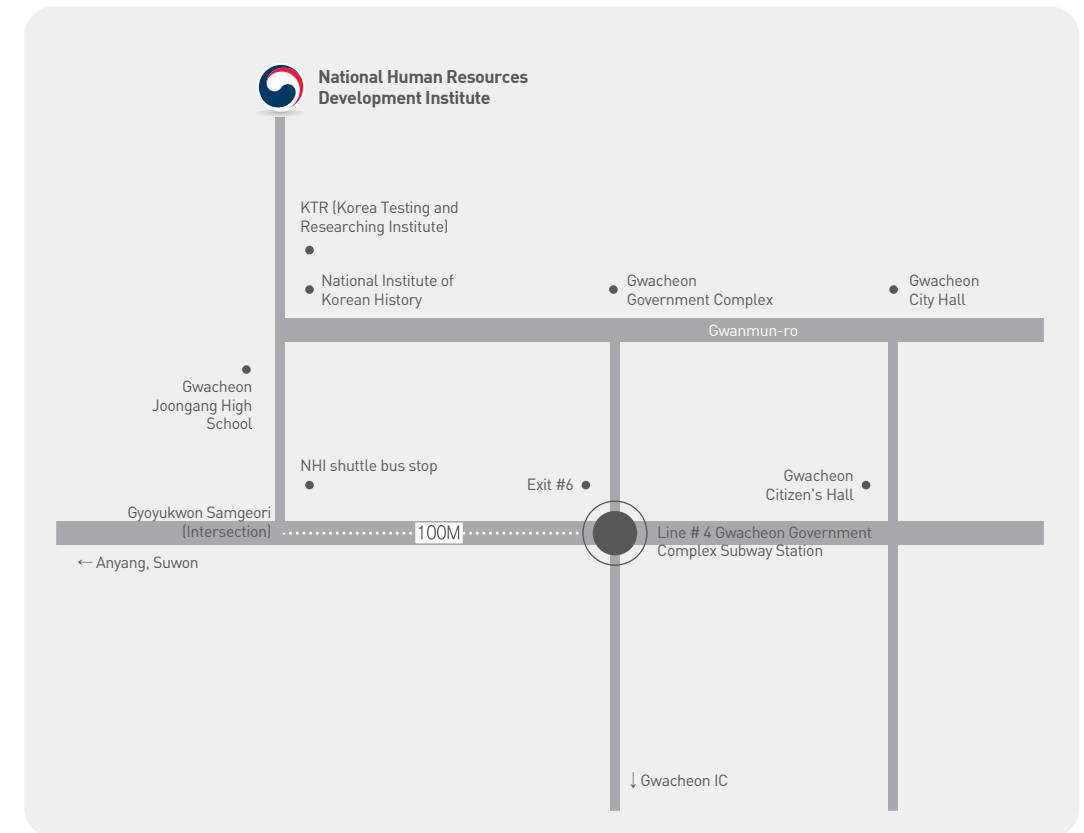
Shuttle Bus

∴ Flexible timetable depending on trainee's need
Chungbuk Innovation City Terminal ↔ NHI (Jincheon Campus)

Category	Course Weeks	Off Season
Morning	08:00, 08:20 (2 runs)	08:00, 08:15 (2 runs)
	08:30 – 09:20 (Full-time)	08:30, 08:45 (2 runs)
Afternoon	17:30 – 18:00 (Full-time)	17:30 – 18:00 (No service)
	18:15, 18:30 (2 runs)	18:15, 18:30 (2 runs)

*18:15 (1 run) on Wednesday and Friday afternoons

Gwacheon Campus



Address

118 Gyoyukwon-ro, Gwacheon-si, Gyeonggi-do, Republic of Korea [zip code : 13811]

Telephone

• General Inquiry +82-2-500-8518

Shuttle Bus

∴ Flexible timetable depending on trainee's need
Gyoyukwon Samgeori (Intersection) ↔ NHI (Gwacheon Campus)

Category	Course Weeks
Morning	07:15, 07:30, 07:45
	08:05, 08:15, 08:25, 08:35, 08:45, 08:55
Afternoon	16:40, 17:10 – 18:00 (runs every 10 minutes)
	18:10, 18:30 (2 runs on Wednesdays and Fridays)

18:10, 18:30, 19:00 (3 runs on Mondays, Tuesdays, Thursdays) /