

IAF SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)
Enabling the Future: Developing the Space Workforce (5)

Author: Ms. Mi-jin Yoo

Korea Aerospace Research Institute (KARI), Korea, Republic of, mjyoo@kari.re.kr

Ms. JIMO Yang

Korea Aerospace Research Institute (KARI), Korea, Republic of, jimori@kari.re.kr

Mr. Eung Sik Park

Korea Aerospace Research Institute (KARI), Korea, Republic of, espark@kari.re.kr

YOUTH EMPLOYMENT PROGRAM IN SPACE INDUSTRY : REVIEWING THE OPERATIONAL
PROCESS OF THE PROGRAM OVER THREE YEARS AND TRACKING AND OBSERVING THE
PARTICIPANTS.

Abstract

One of the strategies currently being implemented to secure various entry-level talents is the 'Youth Employment Program.' Companies receiving government support for research and development must hire young workers proportionally to their funding level, with "youth" defined as individuals with less than 10 years of experience. This program applies to most companies eligible for government research funding, with only a few exceptions. While there have been concerns and resistance in the space sector, the program has facilitated the entry of many individuals into the industry.

This paper reviews the operational process of the 'Space Pioneer Program,' the first in South Korea to simultaneously pursue the domestication of key space technologies and a youth employment program in the space sector. Also papaer will track and observe the program's operation and participants from 2021 to the present. Case studies will analyze companies obligated to hire employees due to the 'Youth Employment Program' and individuals who entered the space industry through mandatory hiring. Study will include analyzing the transition of individuals from the space sector to other fields and assess the effectiveness of the mandatory hiring program through interviews.