

Inclusive
Employment
for All
Shaping the
Future
with All

Work Together Foundation
Annual Report 2018

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How to Join Us



A society where everyone can work safely and happily,

A society that provides chances for new jobs and growth,

That is the vision of society at the heart of WT.

Pursuing its mission of “creating a happy society through decent employment and reducing polarization.” WT has engaged in diverse endeavors to introduce and increase sustainable, decent jobs. I would like to extend my sincerest gratitude to everyone who supported our journey at WT in 2018.

The protracted economic recession worldwide and uncertainty over economic prospects have meant growing precarity for workers in and outside South Korea, forcing the precariat to struggle further. WT has launched various projects toward resolving unemployment at home and worldwide by introducing and fostering sustainable environments for employment. In 2018, the Foundation supported 441 partner organizations through programs to create employment infrastructure and jobs, and enhance employability, helping to create jobs for 3,130 people and providing training for 650.

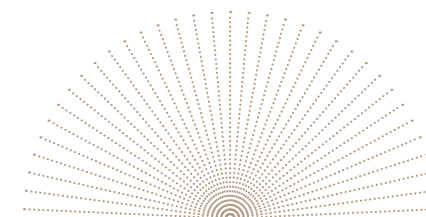
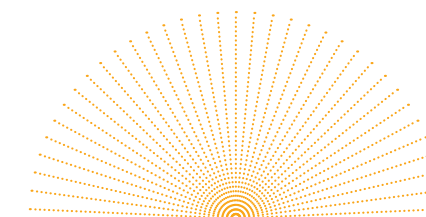
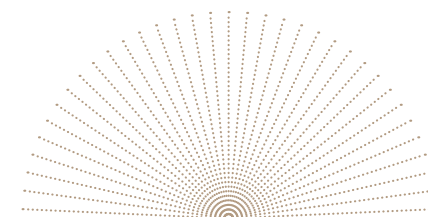
The Social Entrepreneurship Support Program, in particular, supported 40 budding teams of entrepreneurs. The Social Venture Contest and the Contest of Ideas for Social Jobs further boosted prospects for the social economy by recruiting and supporting creative ideas of entrepreneurship and social innovation. WT also increased funding for the Social Finance Loan Program to enlarge the pool of capital for social enterprises.

Furthermore, WT supported the creation of new jobs tailored to the marginalized and the underprivileged, including youth, young adults and seniors; introduced a new basis of support for creating jobs; and supported social enterprises abroad to fight child poverty worldwide. WT has also raised funds online and through the media.

WT has been able to do all this and produce meaningful outcomes thanks to support and encouragement from partner organizations and donors. I ask you to continue with us on our journey toward achieving a better society with decent jobs for everyone.

Thank you.

Chairman **송원주**
Work Together Foundation





About WT

The Work Together Foundation (WT) was established in 2003 with the mission of resolving unemployment. Ever since, the nonprofit foundation has striven to support and introduce better jobs toward reducing polarization and making society healthier. The Foundation supports the employment of diverse minority and disadvantaged groups, including young adults, women, early retirees and seniors, as well as the sustainable growth of social enterprises as new models of employment.

Legal Basis and Founding Mission

WT is a “public-interest corporation” established in June 2003 pursuant to Article 4 of the Act on the Establishment and Operation of Public Interest Corporations, Article 32 of the Civil Act, and Article 4 of the Ministry of Employment and Labor’s Rules on the Establishment and Supervision of Nonprofit Corporations. Its mission is to resolve unemployment and reduce precarity in work. Its focus is on supporting the underprivileged, social jobs, employment for youth from low-income households, and social enterprises.

Major Activities

Expanding employment infrastructure

- Job policy research
- Popular fundraising campaigns

Creating jobs

- Entrepreneurship incubation
- Enterprise growth support
- Overseas growth support
- Financial support
- Employment support

Enhancing employability

- Capability enhancement support for different groups

WT

“Strives to usher in a happy society in which everyone who wishes to work can work.”

Slogan

**A Society Where We Work Together,
a Future We Create Together**

Vision 2025 & Mission

WT shall become the most trusted organization on unemployment and work

WT shall contribute to the making of a happier society by supporting decent jobs and reducing polarization

Core Values

Professionalism
employment experts



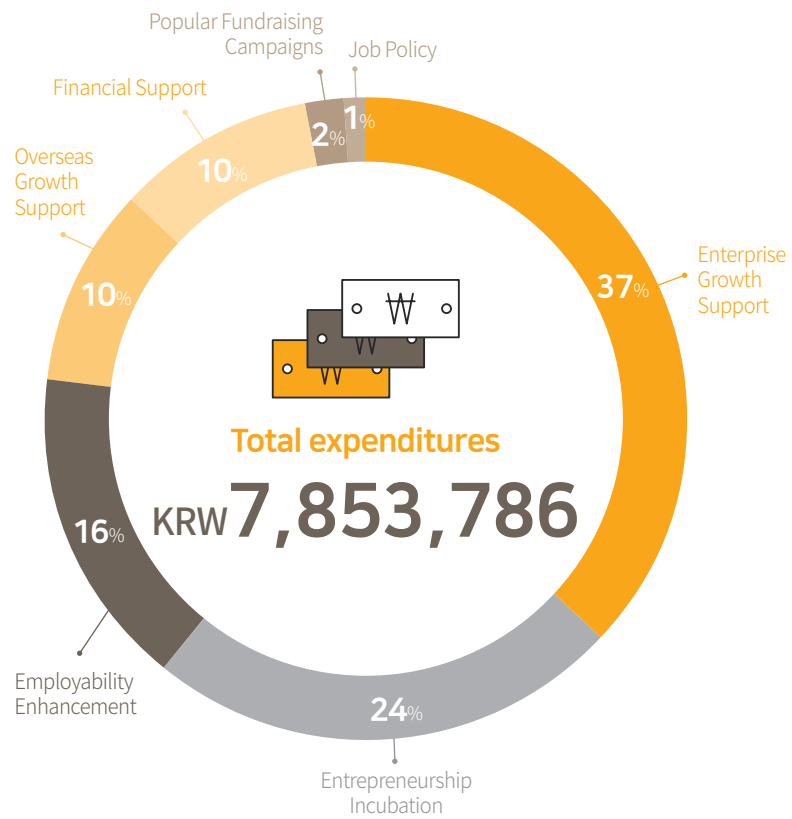
Creativity
leading innovators



Field Focus
trusted activists



Performance



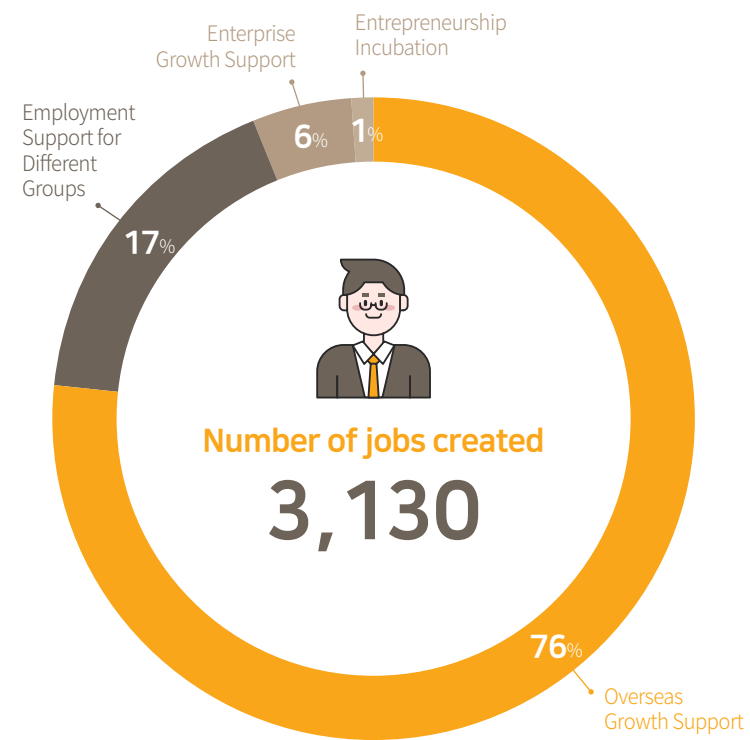
(Unit: KRW 1,000)

Category	Program	Budget
● Expanding employment infrastructure	Job Policy	38,099
	Popular Fundraising Campaigns	176,977
● Creating jobs	Entrepreneurship Incubation	1,894,544
	Enterprise Growth Support	2,942,240
	Overseas Growth Support	753,594
	Financial Support	796,378
	Employability Enhancement	1,251,954
Total expenditures		7,853,786



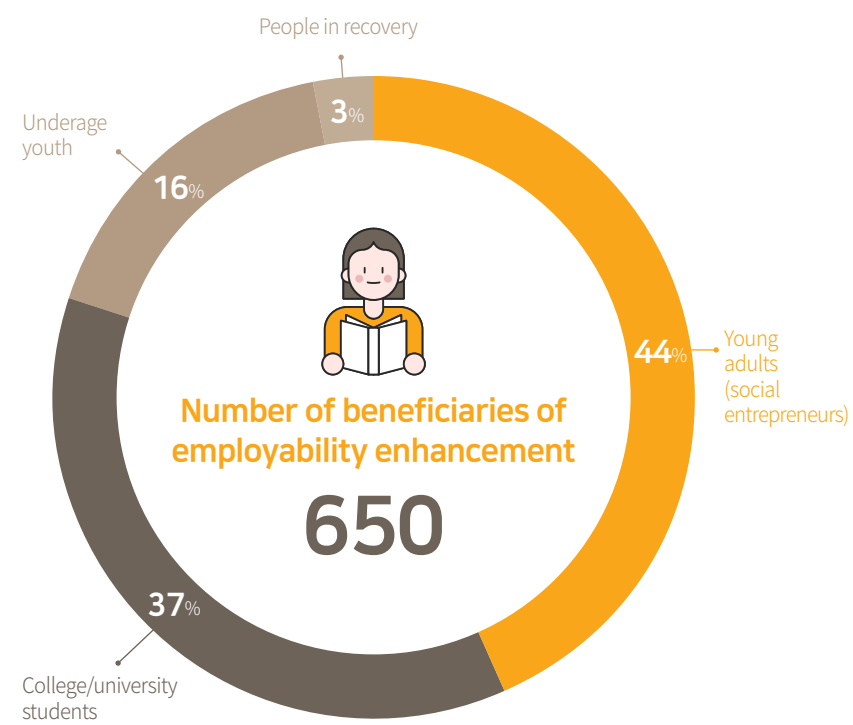
(Unit: Organizations)

Category	Program	Number of organizations
● Expanding employment infrastructure	Job Policy	12
	Popular Fundraising Campaigns	5
● Creating jobs	Entrepreneurship Incubation	64
	Enterprise Growth Support	233
	Overseas Growth Support	39
	Financial Support	44
	Employability Enhancement	30
Total number of organizations supported		441



(Unit: Persons)

Category	Program	Number of jobs
● Creating jobs	Entrepreneurship Incubation	39
	Enterprise Growth Support	153
	Overseas Growth Support	2,392
	Employability Enhancement	546
	Employability Enhancement	546
Total number of jobs created		3,130



(Unit: Persons)

Category	Program	Number of beneficiaries
● Enhancing employment capability	Underage youth	108
	College/university students	240
	Young adults (social entrepreneurs)	285
	People in recovery	17
	People in recovery	17
Total number of beneficiaries		650

Highlights of 2018

Hanbo, who is worried about enterprising out on his own



“I’ve got an idea, but I don’t know where to start because this is my first time starting a business. I want to learn from experts.”

Social Entrepreneurship Incubation Program: provides support for the entire process of starting a social enterprise for individuals with aptitude and a willingness to become social entrepreneurs.

▶ Project : Social Entrepreneurship Incubation Program

Eunju, who is worried about her post-retirement prospects



“I can’t believe I am retiring soon, even though our life expectancy has risen to 100 years. I still want to work.”

Senior Care Manager Training and Support Program: provides instruction, training, and support for retirees to become professional senior care managers capable of helping with seniors’ physical and mental health needs.

▶ Project : Senior Care Manager Training and Support Project

Kangcheol, who feels prevented by his disability from finding a career



“I want to have an active working life and reclaim hope and courage for myself.”

Career Support for People in Recovery Project: provides counseling and support with employability enhancement for young people coming out of medical recovery and wishing to return to society by landing jobs.

▶ Project : Employment for Young People in Recovery Project

Yeonsu, a university student struggling to find decent living space



“I’m here in this city all by myself to go to university, but the rent is too high. I have to work many part-time jobs to pay it, and fear that I will have less time to study than my friends.”

HUG Share House Program: provides decent, affordable living spaces as well as support with employability enhancement for college and university students preparing to land jobs.

▶ Project : HUG Share House Program

Seunghun, a student at a specialized vocational high school



“I wish there were more support and resources for vocational high school students like myself who wish to go into information technology.”

IT Hope Growth Program: enables students at specialized vocational high schools to develop and commercialize their innovative IT ideas and solutions that may contribute to solving social problems.

▶ Project : Building Hope through IT: Specialized School Support Program

Jeongyi, a jobseeker



“The latest trends in job-seeking continue to change so rapidly, and it takes money to obtain the qualifications necessary for a decent job. I would like to find an employment support program built just for people like me.”

Twenty-something Jobseekers Guide Project: provides up-to-date employment support for college and university students struggling in a rapidly-changing job market.

▶ Project : Employment Guide Project for University Students

Expanding Employment Infrastructure

WT supports the creation and
expansion of employment
infrastructure.



1. Job Policy

- Contest for Innovative CSR Ideas



2. Popular Fundraising Campaigns

- Hankyoreh Charity Campaign
- Kakao Gachi Gachi Campaign

Contest for Innovative CSR Ideas

Contest for Innovative CSR Ideas

WT organized a Contest for Innovative CSR Ideas in recognition of the growing public demand for corporate social responsibility (CSR) and the need to raise the public's awareness of social resources available from corporations. WT supports field application of the selected ideas as well.

Contest for Innovative CSR Ideas
73 entries ▶ 12 chosen

Innovative CSR Ideas
12 winners

Program

Ideas sought

- Ideas for CSR projects supporting small and medium-sized enterprises (SMEs)
- Ideas for CSR projects supporting jobs
- Ideas for CSR projects contributing to education, culture and the arts
- Ideas for other CSR projects

Eligibility for participation

- Anyone interested in the social economy and job creation

Winners

NO.	Prize	Team name	Area of competition	Idea
1	Grand Prize	Intern-gers	Support for SMEs	Container lounge for on-site workers
2	First Place	Teodol	Support for the underprivileged	Support for settlement of North Korean escapee students
3		Partners RUN	Support for SMEs	Exercise application for SME workers
4	Second Place	KCG	Support for the underprivileged	Meal support for children from low-income households
5		4-Misa	Support for education, culture and the arts	Student-SME partnerships for technical training
6		Pacemaker	Support for SMEs	Sharing large corporation fringe benefits with SME workers

Winners' Ideas



'A mobile container lounge for on-site workers'



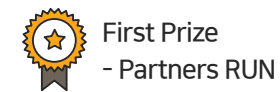
Designed to add to the convenience and comfort of workers as well as efficiency on site!



'Financial training and volunteering opportunities to help North Korean escapee university students to settle'



Financial training and settlement support for North Korean escapees, volunteering for seniors living alone.



'An exercise application for SME workers'



An application designed to encourage people to exercise with their coworkers after work.

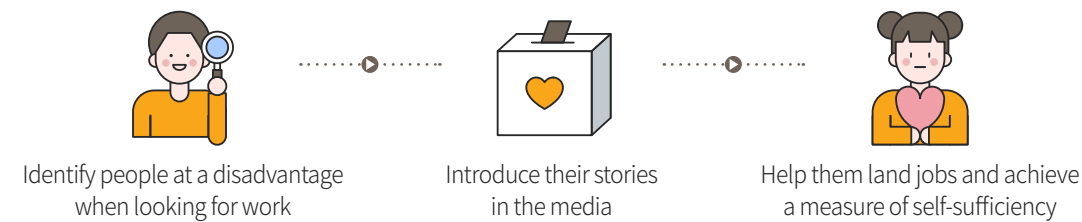
Hankyoreh Charity Campaign

Supporting the development of self-sufficiency among the underprivileged

The campaign involves introducing, as feature articles in the daily, The Hankyoreh, the life stories of people struggling to make ends meet and who are neglected by the system. The media campaign has raised significant donations from readers and the public that went toward helping people in need.



Process



Campaign Structure

2017	2018
<ul style="list-style-type: none"> - Uncover and report actual stories - Strengthen networking with supporting organizations - Use storytelling in collaboration with other media 	<ul style="list-style-type: none"> - Team up with Naver Happy Bean to broaden the campaign pool - Develop and tell stories of people neglected by the welfare system - Raise funds for young entrepreneurs' ideas

Aftermath of the Hankyoreh Charity Campaign

How the Donations Were Used

The Hankyoreh ran a story on two friends, fresh out of juvenile detention, who are helping each other to get a new start in the real world. The story of these two boys, one selling food on the street and the other training to become a professional athlete, became the centerpiece of WT's fundraising campaign, in partnership with the Korea Juvenile Protection Association (KJPA), to help recent graduates of juvenile detention readapt to life in the outside world. The campaign ended up raising well over KRW 30 million, far above the target amount of KRW 5 million. The donations went toward supporting the entrepreneurial endeavors and training of juvenile detention graduates.



Byeong-cheon, who supports his friend's training by selling food on the street



Dong-min, who went on to win the silver medal at the Asian Kickboxing Confederation Championships 2018

How small donations, pooled together, worked out big change in young men's lives



Interview_
Kim Gi-heon
Director of Living Guide,
Gyeonggi Youth Self-Help
and Living Center

What made you organize the campaign?

We were most afraid that the failures of similar campaigns could happen to us, too. Specifically, we were worried that these boys might feel hurt as they participate and that the campaign might further stigmatize them. We thought the boys' opinions mattered most. We wanted to use this campaign to show to the world how hard these boys are trying to make a decent living, so that the general public would view people with juvenile detention records in a different light.

How has the campaign changed the men?

Byeong-cheon seems to think that he is not just selling something, but that he should take control of his business and life with a sense of ownership and responsibility. Dong-min, too, now has a clear motive for continuing with training despite personal difficulties and the challenges of competition.

The boys have also begun to care more for people around them. Our goal is to set up a business within this year to hire more recent graduates of juvenile detention and help them adapt better to the real world. Dong-min wants to open his own gym so that he can continue to train.

Byeong-cheon hopes he can run a small café in that gym so the two can continue to work together. We are very grateful to all donors who have extended a helping hand to these struggling boys. We would also like to ask them to continue to root for these kids.

Messages to Donors

Koh Dong-min Before the campaign began, I was frankly afraid of what people might think of me. I was grateful to see that there were many more people than I thought who were eager to help. The campaign gave me a reason to continue what I do and also the confidence I needed. I would like to thank every donor and tell them that **I will do my best to pay the favor forward when I finally succeed.**

Cho Byeong-cheon There were times I just wanted to quit selling food on the street. The campaign, however, has significantly improved society's view of people like myself. I now even have sponsors who call and help me sell food when they organize big events. I like what I am doing now and want to expand my business if I can so that I can continue to be with my friends at the center. Many donors have read our story and helped us. I want to work hard so that I can help people in similar situations, too.

Kakao Gachi Gachi Campaign

WT organized another fundraising campaign, with the participation of other social enterprises on a mission

WT and other organizations of the social economy together launched a crowd funding campaign on Kakao's social contribution website, raising the public's awareness of, and support for, the organizations. The campaign was also used to advertise the missions of the participating organizations.

Number of participating donors

30,483

Number of participating organizations

4

Total funds raised

KRW 13,245,000

Program



Select participating organizations in the social economy



Launch a fundraising page and advertise the missions of the organizations



Raise public awareness of these organizations

Campaign Structure

2017

- Enter a crowd funding agreement (in celebration of the 10th anniversary of enactment of the Social Enterprise Promotion Act)
- Raise funds, offering cultural/artistic opportunities and gifts in return

» 2018

- Decide fundraising criteria for social economy projects
- Center the campaign on ethical enterprises
- Prepare agreement with other partner organizations to participate in the 2019 campaign

Kakao Gachi Gachi Crowd Funding: Participating Organizations

Urban Bees Seoul (Target: KRW 5,000,000)

Urban bee farming with children with developmental disorders

33.2%

Funds raised: KRW 1,661,600

Monakon (Target: KRW 4,200,000)

Organizing a charity concert to raise funds to make wigs for pediatric cancer patients

70.7%

Funds raised: KRW 2,967,600

Aloha Ideas (Target: KRW 4,466,000)

Talent donation (reading children's books for recording) for adopted children

45.1%

Funds raised: KRW 2,014,500

Kkeulim (Target: KRW 7,550,000)

Providing comfort shoes for seniors gathering recyclables for a living

87.4%

Funds raised: KRW 6,601,300

Fundraising Updates



Aloha Ideas

Mothers with adopted children do something nice for other adopting families

Mothers with adopted children volunteered in a book-recording activity for the adopted children of other families. Throughout the campaign period, 4,611 people participated in total, through financial and talent donations. Those volunteering for recording underwent vocal training with instructions from professional voice actor, Lee Sang-heon, and read 10 children's books in total. The products are to be given as gifts, along with a

reading support device, to 10 families on Holt Children's Services' recommendation list of families waiting to adopt as well as 10 children awaiting adoption. The adopting mothers who volunteered for book reading commented that it was fun and exciting as they thought about the children their gifts were meant to serve.



Kkeulim

Comfort shoes and first-aid kits for seniors gathering recyclables for a living

After searching for some time as to what would most be needed by seniors gathering recyclables for a living, the organizers behind this campaign decided to bring the seniors comfort shoes and first-aid kits. The campaign drew donations from 10,570 citizens in total. The resulting funds went toward purchasing and distributing the shoes and first-aid kits for 115 seniors in total. These seniors walk for over 10 hours a day on average, but the scraps and recyclables they collect sell for very little (a meager KRW 40 per kilogram) that they find it difficult to afford new shoes. They were thus quite happy with

the shoes they received. Seeing these seniors so happy and grateful for the shoes and the kits, the Kkeulim members commented: "Every time we saw these seniors, their worn shoes made us feel quite bad. Thanks to participation from so many citizens, we were now able to bring new shoes to them. We hope to see more and more people participate in campaigns for seniors collecting recyclables for a living." The shoes and first-aid kits certainly did at least a little to ensure the comfort and safety of seniors who are forced to work on the streets even in the dead of the winter.

Creating Jobs

Fostering an ecosystem
for organizations of the
social economy

1. Entrepreneurship Incubation

- Social Entrepreneurship Incubation Program
- Social Venture Contest 2018
- Civic Entrepreneurial Energy Initiatives Contest
- Art Therapists Organization Project

2. Enterprise Growth Support

- Social Venture Growth Sharing Program
- Small Business Growth Support Program
- Young People's Food Truck Fuel Cost Support
- Rural Produce Fair with KEPCO
- Social Enterprise Support
- Crowd Funding for Social Economy Organizations

3. Overseas Growth Support

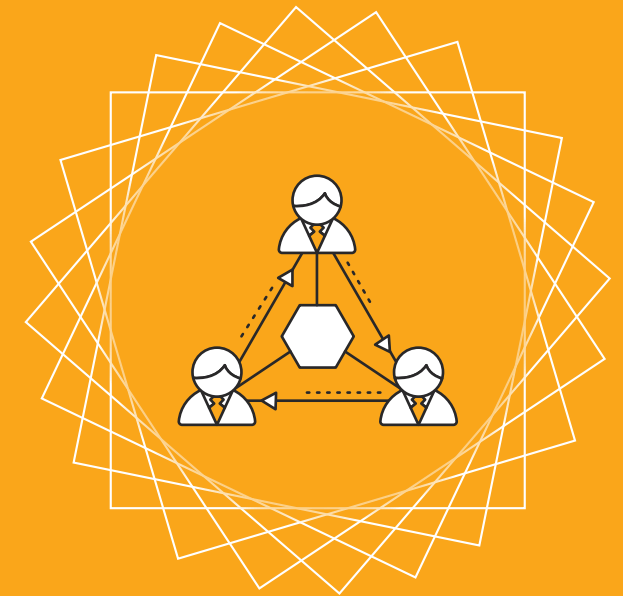
- Smile Together Partnership
- Social Enterprise World Forum 2018
- Incheon Airport Tour Campaign 2018

4. Financial Support

- Social Finance Loan Program
- Young Enterprise Loan Program

5. Customized Employment Support

- CSR Project for Expansion and Professionalization of Airport Porty Care Service
- Care Worker Employment Security Project
- Occupational Training and Referral Program
- Senior Care Manager Training and Support Project
- Employment for Young People in Recovery Project



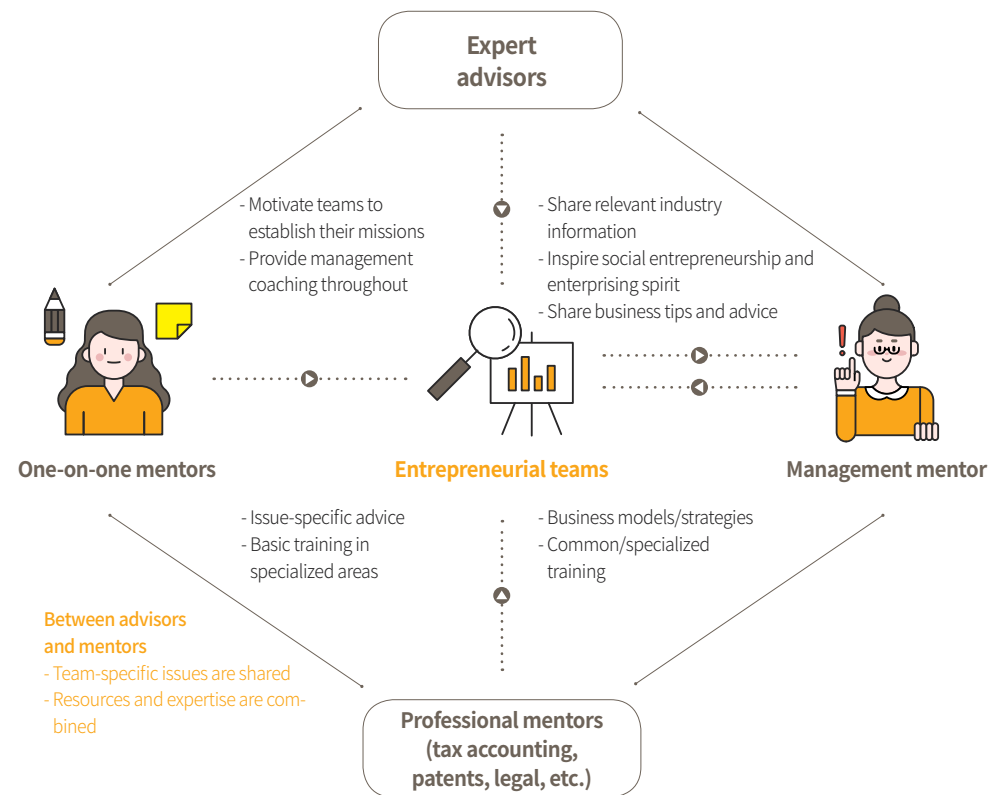
Social Entrepreneurship Incubation Program

Finding and fostering entrepreneurial teams

WT assists with the entire process of starting a business for people who have shown an aptitude for and willingness to engage in social entrepreneurship. The Social Venture Incubating Center selects 40 new entrepreneurial teams each term who have great business ideas, but who struggle to get started due to financial and other difficulties, and helps them start their businesses and make the transition into the growth phase.

Number of participating teams 40	Number of supported teams designated as social enterprises-in-the-making 8
Number of expert advisors referred 67	Number of jobs created by supported teams 39

Program Structure



Process and Outcomes

Support process	Outcomes
- Enterprise spaces	- Entrepreneurial teams' capabilities enhanced
- Business expense subsidies	- Professional mentoring
- One-on-one mentoring	- Resource referrals
	- Networking
	- Follow-up support

Social Entrepreneurship Incubation Program: 8th Term

NO.	Enterprise	Business model
1	Tour Guides Cooperative	Training tour guides and interpreters, coordinating local tourism programs, and consulting
2	Positive Parenting Research Society	Promoting networking of people with developmental disorders through artistic activities and helping families
3	Tteutteut	Popularizing traditional minhwa-style painting by selling minhwa-style portraits and organizing exhibits
4	Rookies	Training and employment referrals for people with arts and humanities degrees
5	Malli Art Makers	Renewing old alleyways of Malli-dong and Ahyeon-dong in Seoul with cultural and artistic content for kids
6	Meari	Innovating preserved production using a new horticultural chamber (pressure reducer)
7	Meilleur	Using surplus local agricultural produce to make healthy pet food and also providing healthcare for pets
8	Moim	A platform for gathering gender minorities
9	Mongjakso Project	Creating jobs for young musicians
10	Miro	A mobile e-commerce platform for trade of discount products removed from store shelves (to reduce food waste)
11	Bandal Company	A digital pet-sitting platform for single- and two-person households with pets
12	Sangsarang Clean	Professional cleaning service for multi-household and row-house-type residential buildings
13	I-Go	A hands-on learning platform providing diverse learning activities for toddlers and children
14	Age-Free	Publishing books as well as online and offline content on matters of living for people aged 40+
15	Ecoplay	A playful learning model involving experiments that generate and test pollution
16	WeStar	Eco-friendly paper-based dog waste bags
17	WeHuddling	Food curation and dietary management services promoting healthy eating
18	Yusangtong Project	Coordinating "closing" performances of artists who perform and clean up at the same time at the end of events, concerts, etc.
19	Intopia	Education and training service for policy entrepreneurs and policymaking
20	Jaejae Art Inc.	Manufacturing and distributing fashion accessories for out-of-school teens

NO.	Enterprise	Business model
21	Klorenz	An e-commerce venue supporting financial self-sufficiency of pet rescue shelters
22	Text WiFi	Community-based literary education for youth
23	Factorial	An e-commerce platform directly linking small manufacturers and consumers
24	Hwaseong Leaders Union Cooperative	Providing community-based career mentoring and advice based on new values
25	Korean At Your Door	Telephone-based Korean language education service from blind instructors
26	Medishare	Developing a database for sharing data on best practices provided by medical institutions
27	Nexvice	Coordinating one-on-one donations to help reduce the financial burden of expensive medicines
28	Tech For All	Developing a video-modelling service to support smart learning for people with autistic spectrum disorder
29	Town Bike Factory	Promoting and supporting bicycle tours and culture
30	Weable	Promoting universal space designs and developing maps to enhance convenience of people with disabilities
31	Koala	Offline coding study groups for novice and lay coders
32	Tuineunaedeul	An offline hobby-sharing platform making use of empty houses
33	Cuberella	Developing water-repellent umbrellas to eliminate use of plastic wrappers for wet umbrellas
34	Warm It Up Sports	Providing professional sports instructor training and seminars for retirees and housewives looking to return to work
35	Merrysome	An online dating platform for adults with disabilities
36	My Real Gym	A mobile application providing exercise lessons and health checkups for people in their 50s
37	Kkum & Company Academy	Researching and developing community-based jobs, education and training, and publishing for people with developmental disorders
38	Ursula Press	Web archiving and viewing of independently-published content
39	Hanbok Road Discovery	Reclaiming authentic identity for hanbok and developing hanbok-themed tour programs
40	E.E.R.T	Upcycling and 3D printing involving jeans

Future of WT's Social Entrepreneur Incubation Program



Interview_

Kim Gwang-su
Member of the Social Entrepreneur Incubation
Program Operating Committee (WT),
and CEO of Sangsaeng Power Company
Park Byeong-hyeok
Head of Social Economy Department, WT

Issues informing the program and its process

Kim There are numerous programs supporting social enterprises and entrepreneurs in Korea, so it was important to us to ask ourselves what would set WT's Social Entrepreneur Incubation Program (SEIP) apart. We first compared similar incubation programs abroad and their Korean counterparts. In Korea, while there are programs specializing in subsidizing development expenses, reinforcing consulting on business models, and providing education and training, few programs pay attention to the diverse market responses to the products produced by manufacturers in the social economy. We thought it was important to establish infrastructure and a system of support to fill this void.

Park Mr. Kim has spoken of incubation from the perspective of organizations that are starting out. I, on the other hand, would like to focus on the institutional and policy environment. I find limiting support for these organizations to only a single year rather inadequate. I believe it takes at least two to three years to help fledgling enterprises enter the track for continued growth. We need to consider extending the time frame of support and also introducing additional measures of support. Although we began, in 2019, to provide support for new social enterprises in their second year through a separate program, we need an integrated system that ensures continued support for all chosen enterprises from their very beginning.

Learning from the best examples abroad

Kim Companies in China, like HAX and Seed, manage incubating programs that last for several weeks and that allow budding entrepreneurs to internalize and systematize the knowhow shared by these companies with flexibility and speed. We need to introduce this kind of system into Korea as well. Entrepreneurship should be supported in a way that adapts the special ideas of entrepreneurs to the context of the real world. We can still make use of the government's support system, but should also continue to add to the environment that fosters entrepreneurship. Rather than continuing the same old approach over and over again, **WT should devise a distinct approach to supporting entrepreneurs that no other organizations have tried so far. It is important because good entrepreneurship creates good jobs.**

Park I agree that now is time for WT to find its own system of fostering entrepreneurship. You [Mr. Kim] mentioned some examples abroad, and I believe the Foundation has much to learn from those examples. Because entrepreneurial support programs are subsidized by the government, there are certain strictures that bind us from experimenting freely. We also face a strict limit on the number of enterprises we can recruit and support in the given single-year span. I think it is important to adapt the examples from abroad to the making of actual entrepreneurial teams ready to start their business.

Entrepreneurial support and the future of WT

Kim WT is a nonprofit organization, but it should approach its endeavors from an entrepreneurial perspective. It needs to use its seed money well to raise enough proceeds, which should then be reinvested in helping more. This kind of entrepreneurial approach should become part of the Foundation's identity.

Park WT was created from the very beginning to promote employment. It has so far focused on creating social jobs and fostering the social economy to resolve unemployment. **WT is now at a stage where it needs to propose new models of employment that not only cater to those disadvantaged on the labor market, but that also promote technological innovation, environmental protection, and cultural progress.** As Mr. Kim says, we need to establish a virtuous cycle of investment by establishing a strategy that lets different areas and divisions work together to produce synergy.

Kim We need visionary pioneers to develop and implement good policies. That is the role intermediary support organizations can perform. I hope WT will find its own role that reflects the situation in Korea. We need to prepare more to discover and support innovative business models. The 50 entrepreneurial teams WT incubates yearly are what set WT apart from other organizations involved in similar endeavors.

Summary

"Good entrepreneurship creates good jobs. WT should distinguish itself and set its own value by proposing new models of employment combining technology, environmental protection, and cultural progress."

Social Venture Contest (Seoul Region) 2018

Helping
contestants
apply their ideas
to actual
entrepreneurial
initiatives

The Social Venture Contest supports contestants to apply and commercialize their creative ideas into establishing innovative social venture enterprises. There are two areas of competition: ideas and entrepreneurial initiatives. Winners are given opportunities to participate in follow-up workshops that help them enhance the competitiveness of their enterprises and promote the social economy in general. The contest takes place across the nation, divided into five regions. The winning teams from each region go on to compete at the national level. WT organizes the Social Venture Contest for the Seoul region.

Number of entries

295 ▶ **73** selected for support

Number of participants

(715) individuals on **295** teams

Number of Seoul teams chosen
for national competition

22 ▶ **14** won awards

Number of mentoring sessions provided
in the Seoul region

60

Program

Contest theme

Special Ideas That Change the World

Process

Entries received ▶ Preliminary screening ▶
Regional competition ▶ Employability enhancement
▶ National competition

Contest Part

- **Ideas** : Open to innovative and creative solutions to social problems (youth and postsecondary students)
- **Entrepreneurial Initiatives** : Open to specific and substantial business ideas that can lead to the creation of social enterprises (general entrepreneurship/global growth)

Winners (Seoul Region)

Award	Area of competition	Team	Idea/business model
Grand Prize	Youth	Woop (Our Neighborhood's Premier League)	A mobile application/website that gathers youth to organize their own soccer league and keep track of their team rankings, records, etc.
	Postsecondary students	Escape	A one-touch emergency hammer so simple to use, even for kindergarteners
	Global Growth	Gamebridge	A game development and service business that raises public awareness of social issues and funds for solving them
	General Entrepreneurship	SDRP (Self-Directed Research Platform)	An expert-intermediated research service platform that enables researchers to propose ideas and share updates on processes and outcomes

Civic Entrepreneurial Energy Initiatives Contest

Unique solutions to energy problems

The contest gathers ideas from the public on solving energy problems and supports the translation of those ideas into the creation of actual startups. The contest has supported the creation, growth and advertising of various startups that solve energy problems with creative ideas that have social impact.

Number of entries

52 ▶ 10 selected for startup support

Number of participants in fundraising campaign

40,517

Funds raised through campaign

KRW 12,000,000

Program Structure

Subject

Innovative entrepreneurial ideas to solve energy problems

Eligibility

Startups, aspiring entrepreneurs and others with innovative energy ideas to offer

Winners of the Energy Initiatives Contest

NO.	Prize	Organizations	Idea
1	Grand Prize	Rokisa (NineWatt)	An AI-platform offering energy-saving solutions based on big data
2	First place	Lumir Inc.	An LED lamp running on used vegetable oil and targeting underdeveloped countries
3	Second place	ZenStove Inc.	An electricity-generating gas stove for camping
4		Econergy	An application for managing nationwide energy supply and demand and encouraging energy saving with rewards
5	Third place	Doublecatcher	An intelligent energy-saving controller
6		Liberty Inc.	A high-efficiency wind power generator optimal for urban use
7		Big Walk Inc.	A mobile application converting energy from walking into electricity
8		Energy Code Inc.	Photovoltaic energy prediction and power plant diagnostics services
9		Abik Inc.	A blockchain-based O2O platform for rooftop photovoltaic energy
10		Triple-E	A smart portable solar cell system and a platform for analyzing power generation big data

Art Therapists Organization Project

Supporting the employment security of art therapists

This project was launched in an effort to improve working conditions and rewards for art therapists in Korea by enabling them to develop an organization of their own to effectively enhance their employment security.

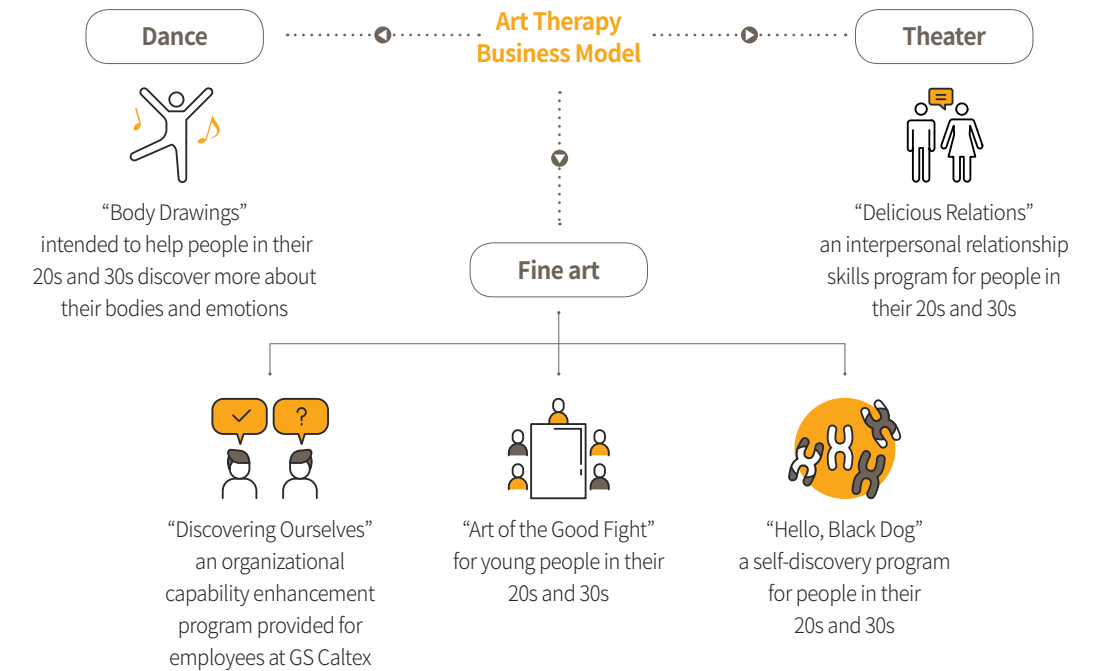
Number of art therapists supported

7

Number of meetings held to find a business model

18

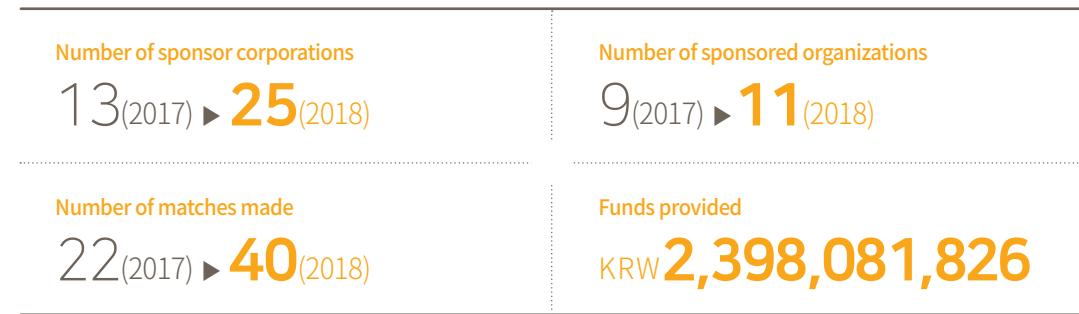
Developing the business model



Social Venture Growth Sharing Program

Stepping-stone for the social enterprises

This program ensures the development and efficient sharing of resources between diverse stakeholders in the world of corporate social responsibility (CSR) and the social economy. The program provides a platform on which large corporations and social enterprises can share their social missions and on which best practices are disseminated toward promoting innovative solutions to social problems. The program ensures systematic undertaking of CSR projects and the transparent allocation of funds.



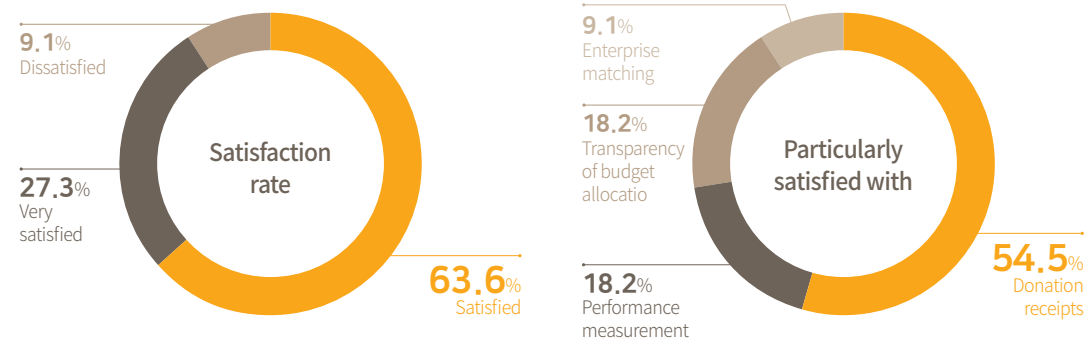
Program Structure



Process

- | 2017 | 2018 |
|---|--|
| <ul style="list-style-type: none"> - A basic system is established to support the project - A pilot project is run to test the platform's ability to match enterprises and corporations with shared interests | <ul style="list-style-type: none"> - Specific rules of operation are introduced to ensure project stability |

Participant Satisfaction Survey



Promoting Bonding between Corporations and Social Enterprises: Social Venture Growth Sharing Program



WeHuddling: A dietary support app for busy urbanites today

It's becoming increasingly difficult to eat well and healthy these days. We don't have energy and we're too busy to prepare proper food for ourselves. After eating so poorly when we are young, we become quite prone to various illnesses in our 40s and beyond. At WeHuddling, we provide food coaching and curation to help people transition to healthier eating habits without anxiety and stress.

Interview_ Bae Sang-gi
CEO, WeHuddling

What led WeHuddling to participate in the program?

Last year, we produced a new product, named a Minimum Viable Product (MVP), and tested it on young adults. Most young adults leave their families and hometowns to study and work in big cities. Such a lifestyle makes it difficult for them to eat healthy. We contacted and worked with food companies, and developed a test program under which we provided postsecondary students with food curation and helped them keep records of the food they eat so that they could give us feedback. Now that we were off to this start, we wanted to try other resources available, and happened upon the program at WT.

What sets WT's program apart?

Because we have not participated in other similar

programs elsewhere, I cannot make a direct comparison. I am grateful, though, that WT helped us find the right resources and support necessary for our growth. I hope WT will consider introducing more similar programs that are continuous in the future. I also find the Social Entrepreneurship Incubation Program at WT commendable as it provides struggling social startups with a variety of resources they need. Through the program, we found help when we were looking for a logistics partner.

What role should WT play to support social startups?

I believe it is our job to meet with and contact customers to introduce our products and services. When CSR projects and resources are involved, however, WT can really help startups by connecting them with larger corporations, as WT has a great pool of corporations and entrepreneurs. WT should also continue to serve as the coordinator of in-kind donations. WT can be especially helpful in terms of handling administrative activities, particularly for early-phase social startups lacking experience in that regard. These young startups are often pressed for time as they have to launch their products on the market and advertise them soon. Intermediary support organizations like WT can help these enterprises with paperwork and administration.

WT Official's Review

The Social Venture Growth Sharing Program until last year required social enterprises to develop their own contacts and networks and connected them to the corporate sponsors they needed through our platform only when requested by those entrepreneurs. Starting this year (2018), we began to apply a systematic model of support proactively matching corporate sponsors' CSR resources and organizations in the social economy. This has doubled the financial performance of the program, and will likely contribute to the program further in the future. At WT, we plan to develop a monitoring system, too, for better matching

_ Interview with Park Ga-hyeon (Senior Manager, Management Planning Department, WT)

Small Business Growth Support Program

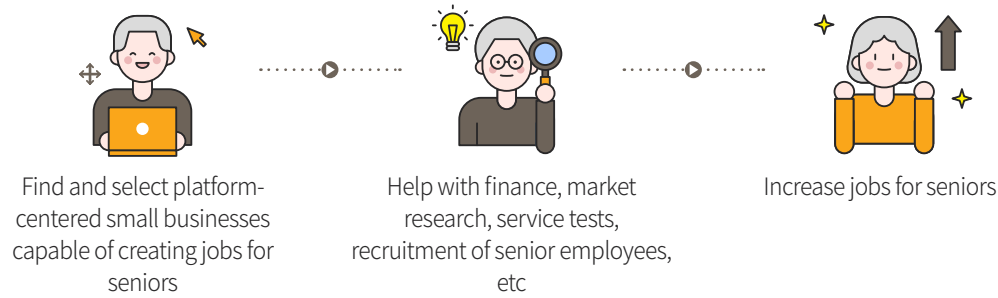
Supporting small businesses to help create more jobs for seniors

The program concentrates support on small businesses capable of hiring seniors. Specifically, the program provides product and service development support for businesses intent on hiring senior workers and benefiting from their life experiences. The program strives to foster an ecosystem for active senior employment.

Number of senior jobs created, directly and indirectly
75(408 cumulative since 2012)

Number of small businesses supported
5(38 cumulative since 2012)

Program Structure



Process



Participating Businesses

NO.	Business	Business model
1	SayGlobal Inc.	A digital platform matching senior Korean instructors and foreign students
2	Its	An art merchandise brand working with senior artists
3	Banana Coding Inc.	Training senior coding instructors
4	Art Impact Inc.	A platform matching expert senior mentors with young entrepreneurs
5	Walkie Doggie Inc.	Training senior dogwalkers and matching them with clients



With Life Expectancy Approaching 100 Years, Demand for Jobs for Senior Citizens Grows

The growing demand for jobs for those nearing their golden years has led to an increasing number of businesses offering unique work opportunities for this age group. Some of the jobs available to seniors today that were not in the past include dog walking, where they take away the worry for busy pet-owners of having to walk their dogs; instructors who teach coding at primary and secondary schools under the revised Public Education Curriculum of 2015; and care managers, helping older seniors struggling with cognitive impairment.

01 Senior Care Managers

Senior care managers are former nurses, physiotherapists, caretakers, social workers and other such retirees aged 55 years old or older who support cognitive and psycho-emotional improvement activities at nursing homes and daycare centers for seniors. Senior care manager programs enable young seniors with passion and willingness to continue their work in therapy and nursing even after retirement from their fulltime jobs. WT's senior care manager training program issues licenses for participants to work as cognitive activity instructors at facilities catering to elderly clientele



[Expert's Comment]

Son Seung-woo, Director, Yuhan-Kimberley

"Participating actively in their own training, developing their own cognitive programs, and adapting those programs to actual senior care facilities are at the center of what senior care managers do. Working as senior care managers is a great way for active seniors to continue to work in fulfilling jobs and participate in society with their knowledge and expertise."

▶ Click to view the activities of senior care managers(52 page)

02 Senior Coding Instructors

Coding can be understood, most generically, as a process of developing computer and software programs using computer language. As coding began to emerge as a way of enhancing logical thinking and problem-solving skills in children and teens, it became incorporated into the revised Public Education Curriculum of 2015 in South Korea. Hundreds of thousands of students today learn coding at elementary, middle and high schools across the country. Programs training seniors to be coding instructors now enjoy increasing popularity. The number of startups training senior coding instructors and matching them with coding jobs at schools is also on the rise.

[Expert's Comment]

Choi Eun-hee, CEO, Banana Coding (Small Business Growth Support Program)

"My company trains seniors to become coding instructors and matches them with coding instruction jobs. Our focus is on making it fun and easy to learn how to code so that they can develop their own learning content. Our senior instructors use the content they themselves have developed to help schoolchildren learn effectively how to code."



03 Senior Dogwalkers

Senior dogwalkers are in growing demand today as many pet-owners and families struggle to find time to take their dogs out on their favorite activity. Dog-walking is a rising profession among seniors as it sets no retirement age and can easily suit any and all seniors who are healthy and who love dogs. Professional dogwalkers are common in developed countries worldwide and seen as professionals who help manage canine stress and reduce problematic behavior. Seniors can walk dogs according to their own schedule. The job also does not require much intensive training.



[Expert's Comment]

Kim Yong-jae, CEO, Walkie Doggie (Small Business Growth Support Program)

"Seniors participate eagerly in dog-walking because this is a job without a retirement age. While anyone can become a dogwalker, being successful in this job requires a willingness to do one's best to make the customer happy. Dogwalkers must remember that dogs are not just pets, but part of the family, to many dog owners, and that walking a dog involves taking good care of, and training, living beings."

Young People's Food Truck Fuel Cost Support

Supporting the creation of jobs for young people and boosting local economies

As food trucks move around a lot, WT decided to help young food truck owners with their transportation expenses, while also supporting their businesses to help create jobs for other young people.

Number of supported enterprises

40 teams (25 teams in Seoul-Gyeonggi-Incheon, 15 elsewhere)

Total number of individual beneficiaries

78

Total amount provided

KRW **80,000,000**

Program Structure

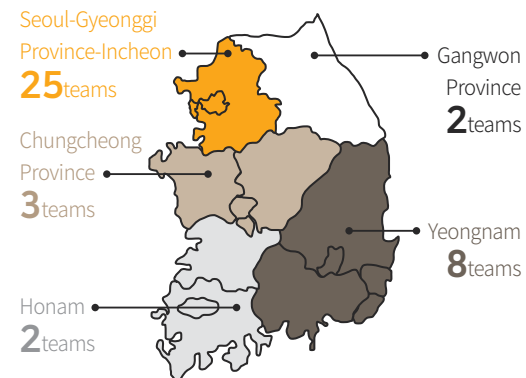
Eligibility

- Food truck businessowners aged 39 or under nationwide
- 25 teams chosen from Seoul-Gyeonggi Province-Incheon and 15 teams from elsewhere
- Entrepreneurs with financial needs prioritized

Description

- Provided financial support for transportation
- KRW 2 million per team

Outcomes



Rural Produce Fair with KEPCO

Promoting local economies and lending a helping hand to struggling rural producers

WT organized a rural produce fair at Gwanghwamun Plaza in an effort to help struggling producers and boost rural economies affected by KEPCO's relocation. The fair provided new channels of distribution for social economy organizations specializing in rural produce, and brought a wide range of fresh produce and food to the general public in the heart of the city.

Number of participants

37,028

Number of organizations participating

152

Number of transactions made

12,932

Total proceeds

KRW **345,000,000**

Program Structure

Venue

Gwanghwamun Plaza

Date

November 5 to 7, 2018

Eligibility

150+ social economy organizations helping rural producers



Participating social economy organizations recruited



Fair organized



A forum of cooperation opened up for struggling rural economies



Social Enterprise Support

Fostering social economy organizations and helping to solve social problems

WT makes use of its expertise in the social economy and extensive experience with supporting startups to find and support prospective social economy organizations with innovative ideas and technologies. The chosen organizations benefit from the financial assistance and corporate networking opportunities provided by WT so they can fulfill their social missions and generate a profit.

Number of enterprises supported

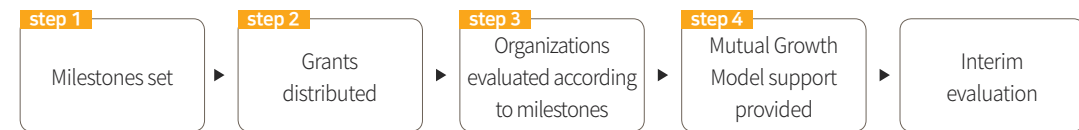
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Total financial support provided

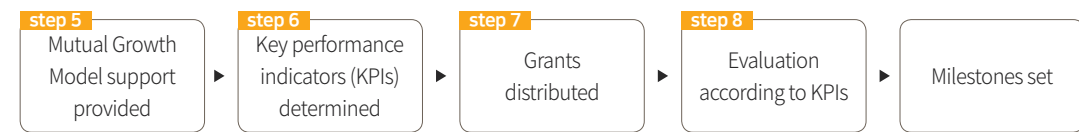
KRW 300,000,000

Program Structure

First round (2018)



Second round (to be held in 2019)



Participating Enterprises

NO.	Enterprise	Business model
1	Kkumteul Cooperative	Provides therapeutic activities for people with developmental disorders and informs public perception of people with disabilities
2	Small Cinema Social Cooperative	Distributes films and opportunities for culture and entertainment to rural regions
3	Updream Korea Inc.	Organizations matching donations of menstrual pads for menstrual pads purchased
4	Purple Peach Inc.	Trains the disadvantaged in product design and develops design merchandise
5	Healthy Tissue Inc.	Produces biodegradable and eco-friendly bamboo wet wipes



Dreaming of a Better World



Kkumteul Cooperative

Fostering an environment in which children with developmental disorders can grow and dream

"We are an organization of therapists who wish to help kids with developmental disorders. The funding and infrastructure from WT have helped us expand our therapy space and open a playground where children, whether disabled or not, can all play together."

Small Cinema Social Cooperative

Narrowing the urban-rural cultural gap

"Small cities and towns lack movie theaters and other such venues for entertainment. The funding and infrastructure support from WT has enabled us to distribute wall-mounted display panels to a greater number of small cinemas we set up in rural areas."



Updream Korea Inc.

For safer and more equal menstruation

"Our project is to donate a pack of menstrual pads, for young girls and women who find it difficult to afford such products, every time someone purchases a pack. The funding and expert advice from WT have enabled us to develop and submit a product for KFDA review and prepare for its commercial launch."

Purple Peach Inc.

Presenting a new paradigm of intergenerational relations

"We wanted to find a business model that would be open to both seniors and young people looking for jobs. Through our design program, we trained new designers and coordinated their collaboration to develop a wide range of art merchandise."



Healthy Tissue Inc.

Eco-friendly products for nature and humanity

"We found problems with wet wipes, which are common household items, and developed an eco-friendly alternative. The fund and infrastructure support from WT have led us to purchase quality fabrics from abroad, develop and research our prototype, and prepare for soon commercialization."

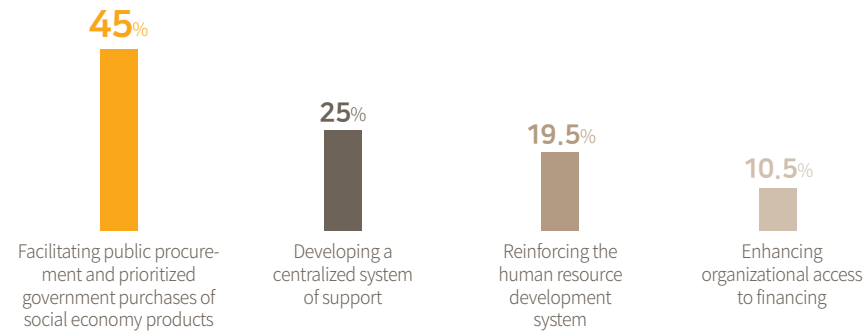
Crowd Funding for Social Economy Organizations

Raising public awareness of, and support for, the social economy and its organizations

WT supports the social economy by enabling social enterprises and producers to introduce their products into popular channels of distribution. Our goal is to raise public awareness of, and support for, the social economy in Korea and also to help social economy organizations finance their business operations.



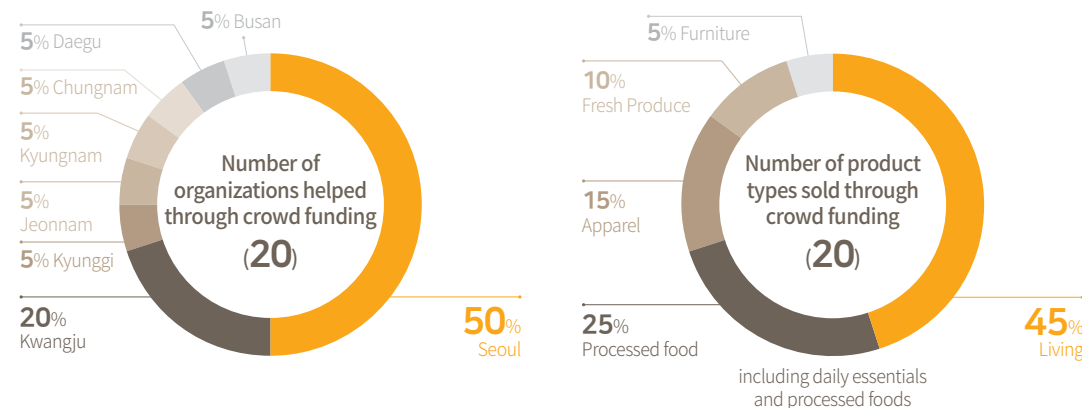
Policy emphasizes on support for social economy organizations



Program Structure



The result of the crowd funding for the Social Enterprises



Participating Organizations

NO.	Organization	Purpose for crowd funding
1	Slow Mom Food Inc.	Raise funds for community renewal in Yangsan
2	Tteokjjini Inc.	Raise funds to support employment of the poor
3	Eden Babsang Inc.	Raise funds to help with the operation of Seohae Orphanage
4	Eight Cups Inc.	Raise funds for developing healthy drinks for seniors, proceeds of which are to help the needy
5	Updream Korea Inc.	Raise funds for bringing menstrual pads to financially struggling women
6	Factorial Inc.	Raise funds necessary for distributing SME products
7	LAR	Manufacture eco-friendly shoes, sales of which are to help an orphanage
8	Jerrybag Inc.	Donate a backpack for every Jerrybag purchased
9	Menfurs Inc.	Help support employment of the poor
10	Nutt Inc.	Develop textbooks and learning materials for deaf and linguistically-challenged children
11	Elly Roll House Inc.	Provide baking training and employment support for out-of-school teens
12	The Most Beautiful Tree in the World	Support rescue dogs and cats and support the employment of immigrant workers
14	Namu & Dal Inc.	Promote employment of the blind and improve their working conditions
15	Daehyun IT	Provide baking training and employment support for those with disabilities
16	Seton House	Donate a mask for every mask purchased
18	Alice Inc.	Produce eco-friendly recycled leather products and support the distribution of products by social enterprises
19	Art Impact Inc.	Support fair trade and distribution of products by herb farmers
20	Ipool Cooperative	Promote environmental protection and support education of the poor in India through the distribution of eco-friendly products



Smile Together Partnership (STP)

Fighting child poverty around the world

WT supports the creation and operation of social enterprises in developing countries as part of efforts to promote local development and end child poverty by creating jobs for parents. STP, which began in 2011 with donations made by individual viewers watching a charity documentary on SBS, continues to recruit new partner enterprises and tackle poverty, famine, and other social problems in developing countries through sustainable methods based on job creation.

Number of supported countries

9(14 cumulative since 2011)

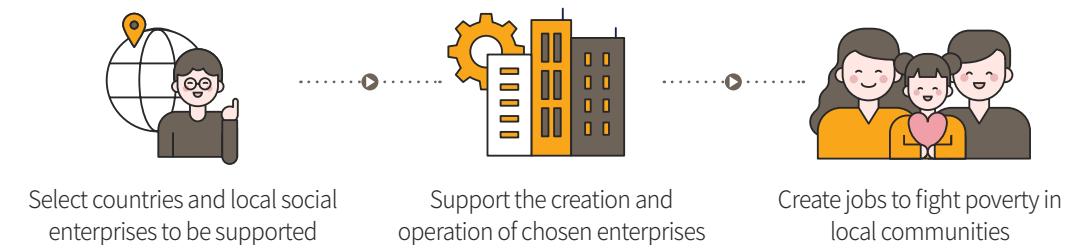
Number of supported partner enterprises

15(28 cumulative since 2011)

Number of jobs created as direct results of STP

2,285

Program Structure



Process

- 2016**
 - Maintain relations with enterprises after program ends. Support their participation in international fairs (to boost their financial sustainability) and introduce them to HEAP (Happily Ever After Program).
- 2017**
 - Work with College of Management at Yonsei University to monitor social impact and business effectiveness of enterprises and publish STP Impact Reports.
- 2018**
 - Establish relations with local NGOs and organizations in Asia and Africa for collaboration.
 - Find organizations capable of generating social impact and expanding collaboration.
 - Establish criteria for providing customized support for enterprises in growth phase.

Enterprises abroad: 28 partner enterprises in 14 countries in total

STP: Highlights

PSPK (Association of Services and Community Development), Gombak District, Malaysia

Creating jobs for single moms and helping raise income levels for local communities



Before

Gombak is a district about an hour's drive from Kuala Lumpur, Malaysia's capital city. It is quite expensive for residents here to travel all the way to downtown Kuala Lumpur for decent jobs. The poverty and lack of infrastructure in the region have presented sizeable challenges for local families. PSPK seeks to help locals overcome these obstacles by organizing communities for sewing businesses, which contribute to increasing local income levels and improving quality of life. The organization, however, needed equipment and a production management system to support the electronic business-to-business (B2B) commerce required for dressmaking.



After

PSPK trains local participants in sewing and other related occupational skills. These trainees go on to work at the organization's dressmaking center. Some save enough money to venture out on their own. Trainees can also stay at home. There was one impressive trainee who earned MYR 500 (roughly KRW 125,000) a month on average, and who went on to earn MYR 2,000 (KRW 500,000) a month after she set up her own shop. PSPK provides training for everyone in need free of charge. Through the organization and its help, many have gone on to earn decent livings in Gombak.

Du'Anyam, Indonesia

Fighting local poverty by organizing local women to manufacture handicrafts



Before

With an average monthly household income somewhere between KRW 10,000 and KRW 60,000 a month, the residents on the Island of Flores, Indonesia, could not do much in terms of profitmaking beyond subsistence farming. Local women have long been manufacturing and selling handicrafts to add income to their struggling households. The island has poor health infrastructure, so much so that pregnant women often feel compelled to travel elsewhere to give birth, with some having stillbirths on the way. Du'Anyam is an organization that tackles pervasive poverty on the island by organizing local women for the manufacture of handicrafts made with palm leaves. In order to sell these products, however, it was necessary for the organization and local women to gain an understanding of the market.



After

STP has led Du'Anyam to participate in the Seoul International Handmade Fair, giving it a chance to test the waters for launching their products in Korea. Not only have the organization's members confirmed the export prospects for their merchandise, but they even found a Korean social enterprise willing to collaborate on design. With the grant provided under STP, Du'Anyam was able to invest more in research and development toward increasing their social impact. The better quality of training it provided has also improved product quality, while STP has also boosted their marketing efforts. Du'Anyam currently works with nearly 700 women in eastern Indonesia. These women's income has actually risen by 40 percent on average.

STP: Partner
Enterprises

Phase	Country	Enterprise/ organization	Description	Jobs created	
				2018	2011~2017
1	Cambodia	Craft Peace Café (Banteay PrieB)	Runs a café to support local families with disabled members, and provides wheelchairs and housing for youth with disabilities.		80
		L-Beauty Center (Lotus World)	Provides hairdressing and beautician training for financially struggling youth. STP has helped the center set up a training center, provided it with needed equipment, and boosted its networks.		26
	The Philippines	Camp Sewing Center (Camp Asia)	STP supported creation of a sewing center to help single moms who have been evicted from their homes and also aided meal and childcare services for local malnourished children.		194
	Laos	Café ZumSun (Phoudindaeng Youth Center)	STP supported youth leadership projects, education for children in poor villages and improvement of living standards.		29
2	The Philippines	Oasis Life Center	Creates jobs for locals in goat milk production and distribution and helps improve local living standards.		8
	Cambodia	Friends'N'Stuff (Friends International)	Increases household income through handicraft merchandise distribution, provides education and meals for poor children, and provides handicraft education and production/distribution support for struggling families.		374
	Indonesia	Hoshizora Tour & Travel (Hoshizora Foundation)	Provides accountable tourism programs to raise proceeds for education and meals for poor children, while also providing scholarships for them.		30
	Vietnam	Sapa O'chau	Provides accountable tourism programs as part of training and supporting poor youth.		48
3	Guatemala	Wakami	WT has helped the organization improve its distribution system for greater efficiency in production and distribution of its handcrafted bracelets, and also establish a certification process to help local families earn greater income.		546
	Uganda	Spouts of Water	Provides water purification filters for Ugandan schools to protect children against waterborne diseases.		49
	East Timor	Timorgator Cookies (Global Civic Sharing)	Supports creation of community enterprises for manufacturing baked goods as well as the education and improvement of local children's diets.		6
	Kazakhstan	Eldany Handmade Café (Eldany Charitable Foundation)	Provides art classes for people with disabilities and runs a café to employ them and provide a source of income.		15
4	The Philippines	Igting Organic Farm (Camp Asia)	Runs an organic chicken farm to provide jobs for people who have been evicted from their homes, and provides meals for poor local children.	7	12
		Happy Farm	Supports a homeless community's operation of chicken and wild hog farms to raise income levels for local households and help with their children's education.	n/a	n/a
	Nepal	Tripti Nepal	Provides barista training and employment and entrepreneurial opportunities for youth victimized by earthquakes.	14	16

Phase	Country	Enterprise/ organization	Description	Jobs created	
				2018	2011~2017
4	Nepal	Good Hands Social Enterprise	Provides sewing lessons for women from low-income household so they can produce school uniforms and backpacks. Also provides day-care centers for local working women and their children.	19	17
5	Indonesia	Javara	Provides a training academy for poor farmers on Flores Island to help them process and trade products made with surplus local produce.	51	35
	India	HRDF	Provides technical training and working opportunities for women in the lowest caste and thereby contributes to the economic stability of poor families.	413	268
	Myanmar	Apyu Ayung Social Development	Helps poor families earn stable incomes during the rainy season by producing handcrafted mats and other goods using locally sourced materials.	75	270
6	Cambodia	Goel Community	Uses the local dyeing tradition and employs local dye masters to produce fabric products, which are sold to help.	52	60
	Vietnam	Tohe	Provides free art education for local children(including those with disabilities)whose families cannot afford it, and turns their creative works into designs for creative and decorative objects, proceeds from which go to helping local families in need.	30	23
	Uganda	Jerrybag	Provides sewing training for local women and enables them to produce bags, proceeds from which help local communities and give local children water-gathering bags.	15	12
	The Philippines	Wovencrafts Inc	Offers a vibrant line of banig-based handicraft. It hopes to uplift the lives of tikog weavers in Basey, Samar by preserving the banig waving and embroidery industry as an economically and culturally relevant source of income.	497	
6	Indonesia	Unlad Kabayan Cocohusk	Production of village-based biodegradable coco-husk product derivatives for domestic and international market by village women and youth. The first product line is coir based handicrafts mats, rugs, etc. and second line is peat based planting medium, oil absorber, etc.	70	
		Du'Anyam	Produces and distributes wicker weaving crafts to empower women and improve maternal & child health. By leveraging existing skills and resources to provide additional off-farm employment. Du'Anyam economically empowers women, promotes local culture, and improves access to health and nutrition.	938	
	Malaysia	PSPK	Creating a garment business model that can make 60 women self-entrepreneurs. They would plan for entire supply chain from planning, training, production and marketing thus making them confident to live in this society.	68	
	Myanmar	LinkAge Training Restaurant	Trains street and needy community's young adults in cooking and service and, links the graduates into job placement after the training. LinkAge serves traditional Myanmar cuisine, primarily to tourists, and is located in downtown Yangon.	25	
Tanzania	Canaan Tunaweza Leadership Center	Trains community leaders in organic poultry and piggery and their feed businesses. It has strong motivation of bringing holistic transformation within the poor farmer's village into self-entrepreneur farmer's village.	11		
Total number of employees				2,285 (15 organizations)	2,118

Social Enterprise World Forum 2018

Inspiring
a new decade
of impact

The Social Enterprise World Forum has been held annually on different continents since 2008, drawing participation from over 1,000 social entrepreneurs, activists and officials and helping them establish and strengthen their global network. WT has been attending the forum every year to help raise the profile of Korean social enterprises and boost their efforts at establishing international relations.

Number of countries represented

47

Number of participants

1,400

Program
Structure

Date	Venue	Eligibility
September 12 to 14, 2018	Edinburgh, Scotland	Social enterprises, members of NGOs/NPOs supporting the social economy, etc.

Social Enterprise
World Forum

2008	Edinburgh, Scotland	2014	Seoul, South Korea :First SEWF held in Asia, and successfully undertaken by WT
2009	Melbourne, Australia	2015	Milan, Italy :WT shared its account of preparing for SEWF 2014 and its highlights
2010	San Francisco, USA	2016	Hong Kong, China :WT presented a case study on Korean social enterprises
2011	Johannesburg, South Africa :The first SEWF for WT	2017	Christchurch, New Zealand :WT introduced successful examples of Korean social enterprises and gave a presentation on the last decade of social enterprise policy in Korea and successful examples of enterprises WT supported
2012	Rio de Janeiro, Brazil :WT participated as a member organization of the Organizing Committee, helping to prepare for SEWF 2014 and holding presentations	2018	Edinburgh, Scotland :Kim Jae-gu, a board member at WT, chaired a session debate on "Training for Enhancing the Capabilities of Social Entrepreneurs"
2013	Calgary, Canada :South Korea announced as chair country for the next SEWF and WT as chair organization		

Photo of the
SEWF 2018



Implications of the Social Enterprise World Forum on the Future of WT

Writing by _
Kim Jae-gu
Board Member, WT



Growing expectations of, and demand for, social enterprises to create jobs and make employment more equal

The session I presided over at SEWF 2018 saw a number of discussions on the roles that social enterprises ought to play in resolving social problems, particularly poverty and inequality. Participants repeatedly discussed how the state, instead of increasing welfare spending on the poor and the disadvantaged, should rather increase support for social economy organizations and enterprises in order to foster more stable jobs for the poor and restore their self-esteem. They stressed the need to disseminate successful examples of social enterprises in a more organized manner through cooperation across multiple levels (i.e., the state, civil society, and the private sector).

Making the most of WT's participation in the Forum

This year's Forum was particularly helpful in that it allowed WT to communicate with diverse parties through the on-site networking opportunities. In order to make the most of participating in the Forum and the networking opportunities it provides, it is important for WT's participants to keep clear ideas of their roles and goals to be achieved. The Social Enterprise World Forum is quite popular among Anglo-American and European participants. The concept of "social enterprise" is inseparable from the larger movement demanding social change there. WT should make better use of this underlying cultural understanding in designing its delegation of Korean social entrepreneurs and introducing Korean examples of social enterprises.

Participating in the study tours to share knowhow

Although WT organized SEWF 2014 and has been participating in the annual Forum for the past several years, it has yet to establish a system for effective performance and follow-up management. Participating WT officials should share their performance at the Forum with the Secretariat staff and better advertise their work in the Forum to the public. WT should also encourage Korean delegates to participate actively in pre- and post-Forum study tours to learn and adopt know-how on social enterprise management. Participation in such tours will facilitate interaction between delegates and the hosting organization.

WT's role in the new trend in future workforce training

I was able to see that the Forum has increased its programs oriented to the younger generation, such as the pre-Forum event encouraging young adults to participate and opportunities to hear children and teens speak. This interest in young people reflects the important roles that social enterprises can play in the education and training of the future workforce. Note that a sizable number of social enterprises and fair trade organizations in Britain, for example, promote local consumption and community involvement. They support local efforts to tackle and solve the global problem of inequality. They also provide primary and secondary schools with stage-by-stage education on ethical consumption and other aspects of the social economy. I believe these efforts attest to the fact that social enterprises have taken firm root in Britain as an essential part of a larger social movement. With much policy and private support for social enterprises focused on creating jobs in Korea, WT should begin to ask itself how it should bridge greater community involvement in support for social enterprises and the social economy.

WT Official's Review

Attending SEWF 2018 opened my eyes to some of the defining characteristics of regions where the social economy discourse and organized efforts are more active than in Korea. I was especially impressed by the fact that locals gather together on their own to set up social enterprises as a way of resolving community problems, and that they make effort to use public schools to educate the young about the social economy. In comparison, Koreans still largely treat social enterprises and venture capital startups almost synonymously, and that perception still shapes much of government policy supporting the social economy in Korea. The British model shows us that communities can set up their own enterprises to solve certain social problems, and have the younger generation participate actively in the process, so much so that the social economy is an important part of their education and employment. WT, as an intermediary support organization, should take note of this international trend and broaden Koreans' understanding of the social economy through greater collaboration and interaction with other diverse organizations.

_ Yu Yun-hee, Senior Manager, International Cooperation Department, WT

Incheon Airport Tour Campaign 2018

Supporting fair tourism and overseas training

WT supported the overseas training of social entrepreneurs (in the making) to help them gain experience and skills necessary for their enterprises through interaction with their more experienced counterparts abroad. The participants toured pre-selected social enterprises in Nepal to observe their operations and interact with locals.

Number of participants

37 (24 entrepreneurs (in the making), 13 employees (to-be))

Number of visited organizations in Nepal

21

Number of Korean social enterprises that found new business opportunities

24

Program Structure

Eligibility	Training period	Description
Social entrepreneurs (in the making) and employees-to-be	October 22 to 28, 2018	Tour of social enterprises in Kathmandu and enhancing capabilities



Researching the social economy and Nepalese social enterprises



Touring Nepalese social enterprises and interacting with locals



Enhancing skills and capabilities of Korean social entrepreneurs

Incheon Airport Tour Campaign 2018: Participating Teams

Team name	Tour focus	Description	Outcomes
Follow Me to Nepal	Fair tourism (Visiting Kathmandu)	Emphasizing the charms of Kathmandu, centering tour on three key experiences, interviews with locals, making a one-day travel book	One-Day Travel Book, Kathmandu map for tourists, video recordings
10 Nepali	Fair tourism (Being Nepali)	Living the life of a Nepali for a day, truths and untruths about Nepal, taking part in local classes, making video recordings of the tour process	A fair tourism program of Nepal, video recordings
Dashain	Fair tourism (Promoting sharing through tourism)	Visiting fair trade cafes and handicraft shops, researching product quality/design/prices, business networking, making a world fair trade atlas	Fair trade atlas, business connections (eco-friendly shoes, teas, and other fair trade projects)
Firiri	Culture and the arts (Inclusive culture and arts)	Doing a music class with local children using recycled musical instruments and organizing a concert for local villagers	A social enterprise documentary, a concert, a music class using recycled instruments
Kukri	Social service (A better society for all)	Visiting social work NGOs in Nepal, taking photographs of locals and making photo frames, holding a color drawing class	A social service poster, photography, photo frame craft, a color drawing class

Participant Reviews



Interview_
Kim Mi-ji(Follow Me to Nepal)
Lee Sang-hun(Dashain)

What led you to participate in the tour program?

Kim When I was in university, I had a chance to volunteer for six months in Iloilo in the Philippines. I returned to the same NGO two years later and found that the organization was struggling because it had lost some of the financial support it had relied on. While wondering how organizations like that NGO could become more sustainable, I happened upon social enterprises. I wanted to set up an enterprise of my own, but gave up on that idea, thinking I should study more. Afterward, I worked in entrepreneurial support for five years. I decided to take part in this tour program after I quit my job and began to prepare to open my own business.

Lee I have been running a fair trade community cooperative in Gangbuk-gu, Seoul, for five years. It was while working on behalf of the cooperative that I came in contact with a Nepalese company. The company wished to distribute its handicraft merchandise through us, but the idea fell through as our cooperative's main focus was on coffee. When it began to dawn on me that it was time for the cooperative to diversify its business portfolio, I learned about the tour program and decided to become part of it, as it would give me a great opportunity to learn about the situation in Nepal and discover the products of various companies with my own eyes.

What kind of social enterprises are you currently preparing to open?

Kim I love to travel, so I had my eyes set on developing a fair tourism platform. I wanted to introduce local products and services through the platform so that I could actually make a difference to local conditions. I thought that was the only form of fair tourism a social enterprise could do. Seeing other teams' activities and results, such as making video recordings and using singing and dance for tourism, made me realize that my understanding of the social economy was too narrow.

Lee I brought back with me some products I purchased in Nepal. Now I take these goods to fair trade events in Korea to test possible consumer responses. I had a favorable re-

sponse from a shop specializing in social enterprise products. I have begun negotiations with a Nepalese company so that it can tailor its manufacturing to Korean demand.

How has the tour program changed your plans?

Kim Before the program, all I thought was required was to develop a good tour program and sell it well. The tour program, however, opened my eyes to the fact that the social economy also includes activities of value transaction. Now I want to use tourism as a medium for spreading good values.

Lee I am running a cooperative now, but I would like to convert it into a social enterprise eventually. In order for this to happen, I need to find products that convey strong messages, and that are still viable on the market. I think I have found such products in Nepal, and am now testing how they would fare in Korea.

What have you gained from this tour program?

Kim My experience in the program was enriched by the process of finding a compromise among conflicting points of view on my team. At the start of the tour, we were not sure whether we would mingle well because we all came from such diverse backgrounds. After the training, though, we were able to create the One-Day Trip Book that reflected all our diverse interests. Our book contained a wide range of information on shopping, knowledge and local life because we were able to produce it together as a team.

Lee I saw the potential of Nepal for fair trade. The tour program gave me an opportunity to expand my business horizons significantly.

Video of tour to Kathmandu



Social Finance Loan Program

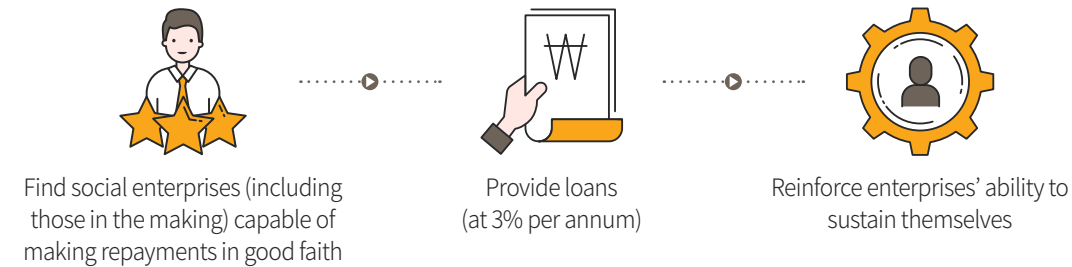
Providing financing for social enterprises struggling to raise necessary funds

Our social finance program is intended to help social enterprises (including those in the making) that are struggling to finance their operations and that have not been able to find assistance from the established financing community and other social financing programs. WT provides not only financing, but also management consulting, training, and experts capable of serving as nonexecutive board members to support enterprise growth and enable them to create decent jobs.

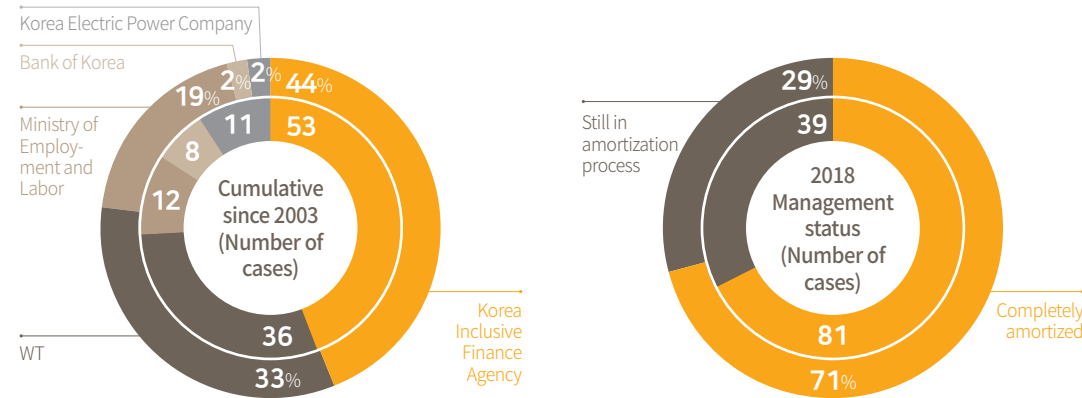
Total value of loans provided
KRW **3,596,860,000**

Number of enterprises on support
39

Program Structure



Social Finance Loan Program: Current Status



WT Official's Review

WT was the first nongovernmental organization to introduce, in 2003, a financial aid program for social economy organizations. The Social Economy Department at the Foundation provides loans and assistance to support not only the self-sufficiency of social economy organizations that struggle to raise the necessary funds, but also the sustainable growth of organizations in their growth phase. We are doing our best to enable social economy organizations of diverse types to receive social financing and ensure a virtuous cycle of effects of our loans. We intend to provide diverse forms of social financing assistance in 2019 as well.

_Yun Seok-cheol, Senior Manager, Social Economy Department, WT

Young Enterprise Loan Program

Helping young entrepreneurs solve their financing problems

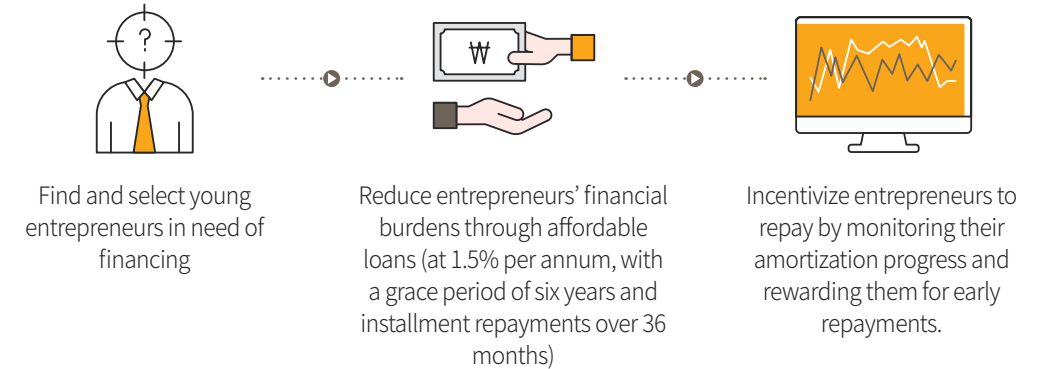
WT provides affordable loans for young entrepreneurs and helps them refine their business models with outside expert support. Acknowledging the criticism that strict administrative protocols impose significant constraints on entrepreneurs' ability to use the funds made available to them, WT has simplified the restrictions on the loans it provides and also lowered the interest rates.

Number of young entrepreneurs receiving loans
5

Value of loans provided
KRW **76,000,000**

Business model refinement support
KRW **12,000,000**

Program Structure



Process

- | 2017 | 2018 |
|---|--|
| <ul style="list-style-type: none"> - Evaluate the business model as part of loan qualification screening - Help the entrepreneur refine and strengthen the business model | <ul style="list-style-type: none"> - Monitor and incentivize entrepreneurs to make repayments on time |

WT Official's Review

Social enterprises often struggle to build and enhance their competitiveness due to the shortage of financial resources they need for facilities and technical/management personnel. With the aim of helping social enterprises excluded from the established financing community and other financing programs, WT has been running the Local Development Chest Program since 2003, pooling social capital and providing timely financial assistance for struggling enterprises. The program has allowed WT to provide a comprehensive range of support spanning the starting and growing phases of social enterprises. Our goal is not simply to provide loans, but also to provide social enterprises with the expert help, advice, and training entrepreneurs need to ensure their sustainable growth. WT intends to raise private funds and continue to maintain strong partnerships with social enterprises so as to undertake more diverse social finance projects in the future.

_Park Ji-young, Secretary-General, WT

CSR Project for Expansion and Professionalization of Airport Porty Care Service

Making airport careers more inclusive

Porty Care service helps people with impaired mobility, including seniors, people with disabilities, pregnant women, and even customers with bulky luggage, to get around airports with ease. The service provides jobs for seniors, facilitates the movement of all passengers in and around the airport, and ensures airport customer safety and convenience.

Number of Porty Care workers hired
23 (19 aged 60 or older)

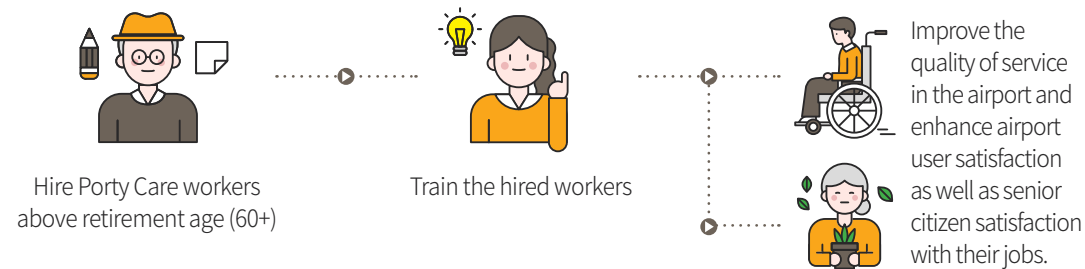
Number of services provided
141,705

Number of services provided
54,064

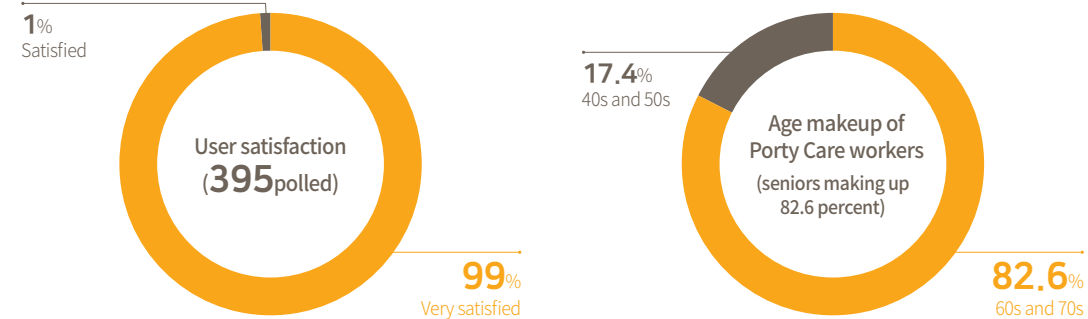
Proportion of mobility-impaired transportation users



Program Structure



Results of Satisfaction Survey



Small Kindness, Big Happiness



Interview_
Lee Kang-baek
Porty Care Manager

What led you to work as a Porty Care worker?

I am in my 60s now, but I would like to continue to work for a long time. I need the social interaction brought on by work to keep myself active and young. Porty Care is great because it allows people to work into their old age and also gives them more chances to be kind to people. **I feel energized when the small acts of kindness I perform make airport users so happy.**

What improvements do you wish to see made to the project?

The exact scope of mobility-impaired airport users we are supposed to help can be made clearer. From the perspective of someone actually providing service, I find myself wondering endlessly whether someone I see over there is one I should help. Even customers who use our service are unclear whether it is okay for them to do so. **People are confused because Porty Care is still a relatively new thing in Korea. The project should be improved so that the service is well advertised throughout the airport and people can provide and receive it without much confusion.**

Why do you think working for Porty Care is a great job for seniors?

Seniors may be less agile than young people, but they know better who needs attention and are also more willing to go the extra mile to ensure customer comfort. I am a senior myself, and I think agility and strength are something that seniors can work on through regular exercise. **This job itself is not very physically demanding. Seniors can certainly work in it for years.**

What skills are required of a Porty Care worker?

The willingness to serve is first and foremost. A good Porty Care worker is someone who is devoted to helping others. It's even better if he has an engaging, lighthearted and kind personality. Driving the carts around is not so difficult, but we need to be prepared when non-Korean customers ask us for directions.



Care Worker Employment Security Program

Improving working conditions for care workers

WT supports the improvement of working conditions and rewards for care workers working for social enterprises (including those in the making) and social cooperatives providing care services. WT promotes the creation of jobs for senior care workers and improvement of their working conditions by providing both financial support for increasing seniority allowances and performance incentives and also for encouraging and supporting their motivational activities. All this is to induce care workers to continue to work and improve the quality of services they provide.

Number of supported organizations
13 (57 cumulative since 2010)

Number of care workers helped (hired):
430 (189) (2,211 (487) since 2010)

Number of service recipients helped
9,176 (33,684 cumulative since 2010)

Program Structure

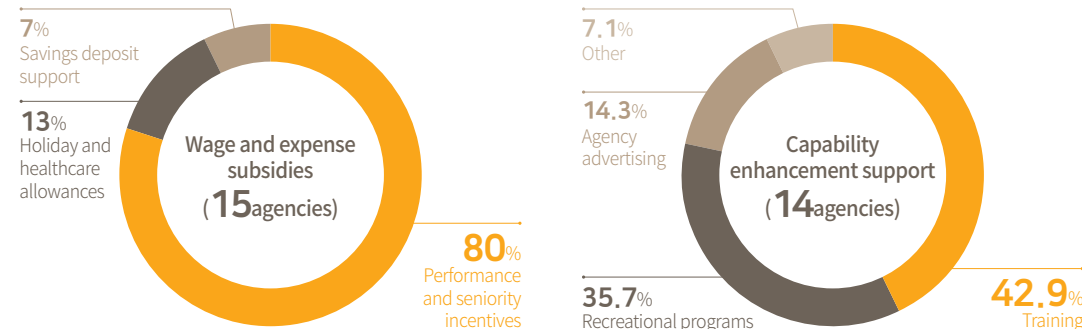


Process

2017 >> **2018**

- Expand program scope from care agencies serving senior clientele to care agencies catering to other needs as well, including babysitting and postnatal care, and increase available resources.
- Instead of subsidizing workers' wages and expenses only, diversify the types of support provided (performance incentives, training allowances, holiday allowances, etc.) to keep workers motivated.

Outcomes



Participating Organizations

Year	Organization	Project	Description	Beneficiaries
1	Dasomi Foundation	Encouraging long-term service	Seniority allowances for long-term workers and an anti-burnout program	50
	Gagahoho Care Center (social cooperative)	Enhancing solidarity and employment security	Allowances and workers' picnics	33
	Trees and Fruits (social cooperative)	Trees and Fruits Tomorrow 2018	Allowances, incentives, and entertainment	40
	Yangji Care (social cooperative)	Providing long-term service allowances	Seniority allowances and providing psychology education for workers	17
	Work and Sharing Dounuri (social cooperative)	Hope Growth Project for Work-Life Balance	Hope Growth Project, seniority allowances, and Culture Day advertising	40
	Seongnam Mannam Care Center (social cooperative)	No to Musculoskeletal Disorders	Healthcare allowances and providing health education	41
	Yongin Dounuri Care Center (social enterprise)	Happy Vitamins for Care Workers	Seniority allowances, performance incentives and horticultural therapy	33
	Sharing and Care (social cooperative)	Improving quality of service	Seniority allowances and training support	23
	Dounuri Anyang Care Center	Together Means Pros	Seniority allowances and competency development	24
	2	Siheung Hope Medicine and Care (social cooperative)	Care for Hope	Senior allowances and therapeutic recreation
Yeongwol County Care Service Center		Incentives for long-term workers	Seniority allowances and capability enhancement training	35
Masan Hope Self-Help Center (social cooperative)		Our Loved Ones and Ourselves	Holiday allowances, performance incentives, and paraphernalia	21
3	Busan Social Care Service Center	Keeping workers motivated	Performance incentives, bonuses, and purchases of	47
Enhancing employment security for care workers				430



Occupational Training and Referral Program

Giving the vulnerable and the disadvantaged prioritized access to employment

WT seeks to enable the disadvantaged and the vulnerable to acquire training at actual sites of work that interests them and help them find job opportunities through their training process. Through a well-ordered system that provides capability-specific and level-by-level training for workers, from the moment they enter new workplaces to their assignment to specific posts, our program provides stable work for people from underprivileged backgrounds.

Number of persons trained and referred to employment
12 ▶ 11

Hours of character and occupational training provided
100

Program Structure



Recruit eligible job candidates (people from low-income households, single parents, housewives wishing to return to work, etc.)



Provide chosen candidates with career and practical training to ensure they fit the workplaces ready to admit them



Create non-discriminatory, decent jobs

Career training

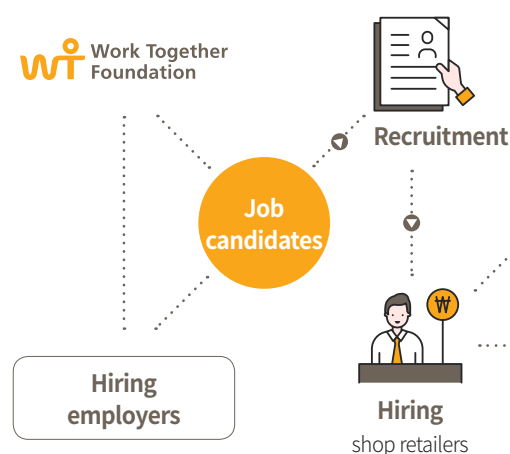
- Career program (understanding careers, finding career paths, understanding tasks involved)
- Group counseling (objective and self-tests, sharing of life goals)
- Self-coaching
- Communication training
- Image training
- Fire prevention, safety and sexual harassment education

Practical training

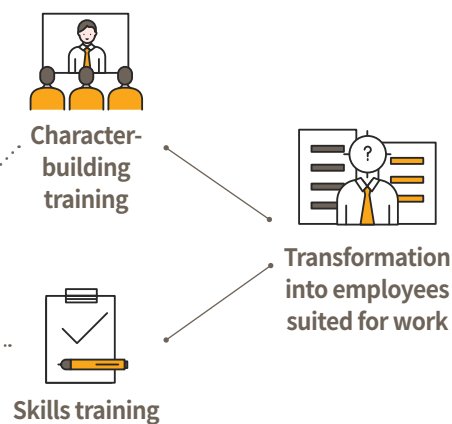
- Visits to hiring employers and their shops
- Product and service training
- Mentoring 1 (observing employees actually at work and talks with senior workers)
- Cashier and inventory management training
- Mentoring 2 (observing employees actually at work) and verbal interaction training

Process

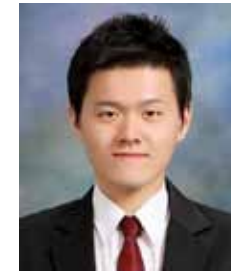
Work first



Train later



Keeping Jobseekers Motivated and Helping Them Find Sustainable Jobs



Interview_
Kim Yu-dong
Senior Manager Workplace Enhancement
and Job Creation Department, WT

Program background

While WT was the first in Asia to introduce a program like this, this kind of training-involved job referral program for the disadvantaged and the poor had been going on elsewhere around the world for some time. At WT, nevertheless, we take pride in the fact that we were the ones to try it first, not only in Korea, but in the whole of Asia. When we first began this program, we referred often to similar existing programs worldwide, but also worked hard to carefully tailor the process of screening and selecting job candidates.

Differentiation from other programs offering training and hiring opportunities

If you have researched enough, you have probably found similar programs provided by other organizations. WT's program is unique, however, in that it is the first nongovernmental program that helps people land jobs first and then train them afterward. There are few nongovernmental programs that merge training and hiring as effectively as we do in this program. I believe this is a program with quite a sustainable future.

Transformation of participants

The majority of participants have had lines of work that have little to do with what their jobs require now. The outlook to many of these participants seemed grim, and they thought they would not be able to handle their new jobs. Some were still haunted by past trauma. The character-building and skills training processes, however, renewed motivation in many of the participants. I think that is the biggest achievement of our program. The on-site training for two to three weeks and skills training have also garnered feedback that it actually helps participants adapt to their new work better. As a result, we were able to secure employment for 11 of 12 participants this year.

Participant satisfaction and room for improvement

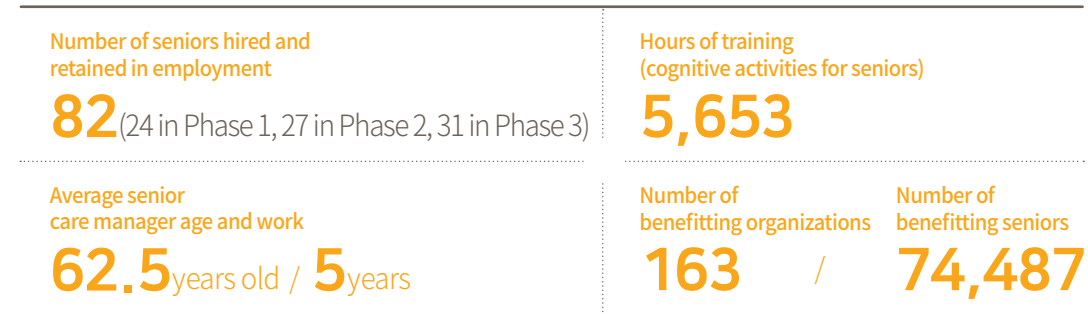
Once it is decided that they can stay on their jobs past their training period, participants themselves get to decide whether to work part time or full time. Full-time workers do shifts at shops just like other full-time workers. They are accorded the same respect and reward as everyone else, and tend to be quite satisfied with their jobs. Because our program ensures adequate participant training, they can go on to work as competently as their counterparts at the shops once they are hired fully. Yet the fact that so many people who could be eligible for our program have isolated themselves from society and shun efforts like ours limits the effectiveness of our program. Such isolated people are, if anything, in the greatest need for programs like ours. That is an area we should work on.



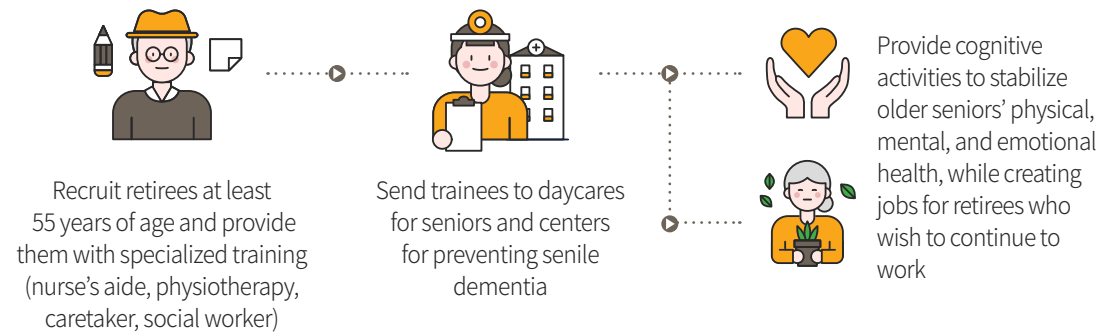
Senior Care Manager Training and Support Program

Supporting a second start for retirees

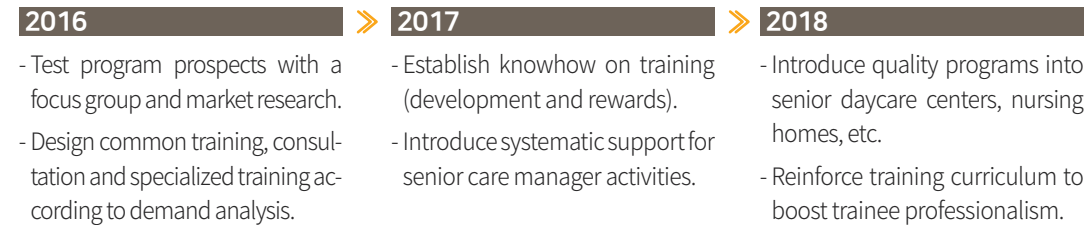
Senior care managers are professionals who have retired from their main careers and go on to help older seniors with cognitive and emotional health issues by providing and managing activities addressing their deteriorating functions. Not only does our program create new job opportunities for retirees, but it also provides a variety of cognitive enhancement activities to help seniors remain healthy and solve their own problems.



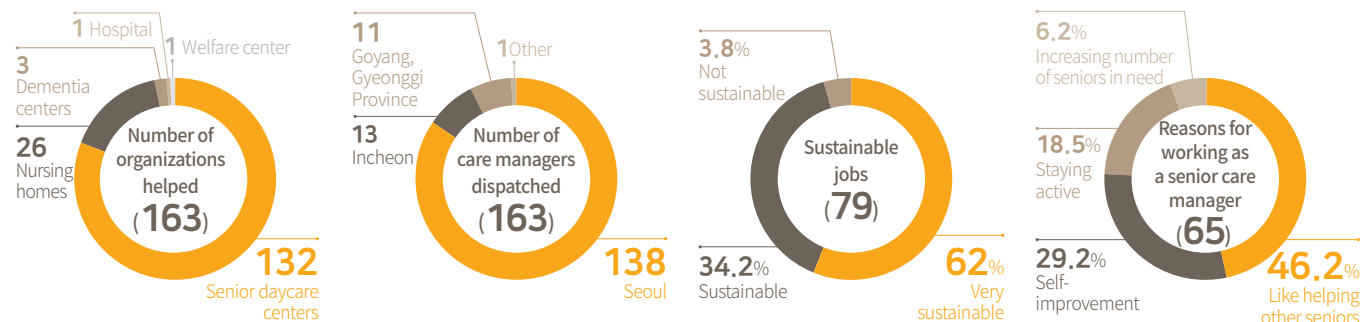
Program Structure



Process



Survey Results



Active Seniors Set Out to Help Other Seniors



Interview _
Choi Gyeong-gu
Senior Care Manager

Perception of senile dementia

For a long time, people have thought that those with senile dementia must be confined to home. Working as a senior care manager, however, I have come to realize how important it is to keep people with senile dementia engaged, through continuous get-togethers and communication. These seniors remember their hometowns and younger days quite vividly. I talk to them at length, trying to remind them of their memories that are still intact. Through this process, I feel that even those who are the shyest and most reserved eventually open up. Those who would not say a word to me are now on such friendly terms that, whenever I bring my two hands over my head, they instantly sing the song to which that move is tied. They remember me. We've become friends.

Attitude toward people with senile dementia

People with senile dementia do not trust others easily and do not open up. My own trick to induce some kind of response from the seniors in my class is to play it by ear and change the course of the class to make it fun. I try to be close to them, physically, and make eye contact. This is often enough to get them to participate in class. These seniors may struggle and fumble, but it is far more important for me to wait for them to complete their task on their own, and thereby feel proud of their achievement, than to hurry them by finishing their tasks for them. Doing challenging tasks and using the brain are what keep them awake and aware.

Remarkable results

I've been led to believe that I was fated to become

a senior care manager. My own father-in-law struggled with senile dementia, so I knew how important it is to keep seniors cognitively active. When Yuhan-Kimberley and WT together began to recruit retirees wishing to work as senior care managers, most of the candidates who applied had already been working as social workers or had some relevant experience or another. The seniors who underwent training for three years under this program went on to help 152,322 seniors at 385 facilities nationwide. I think that is remarkable.

Happiness of working after retirement

As South Korea is fast becoming an aged society, it is important for jobs like senior care managers to continue to arise for retirees looking for second careers after retirement. We are now at a stage society-wide where seniors look after one another. Working as a senior care manager, I often think that I could also end up becoming like the seniors I am now looking after. The senior care manager program serves as a crucial bridge that sustains this emerging culture of seniors looking after seniors down the generations. Not only is the work itself satisfactory, but the fact that it allows managers to prevent and manage symptoms of senile dementia in themselves through continued training and also to work flexibly according to their own schedules makes it even more attractive. Because it is a sustainable model of employment that helps workers themselves to maintain their health and active life beyond retirement, I will most certainly continue to work in this job as long as I have the body and the mind for it.

Employment for Young People in Recovery Project

Supporting recovering people's successful return to the real world

WT launched a new project in 2018 to help young people, who wish to return to the real world after struggling for years fighting illness, return and find fulfilling careers. The new project involves counseling support as well as employability enhancement training for people returning to the labor market after fighting cancer and other difficult or rare diseases.

Number of counseling beneficiaries

17

Number of people landing jobs

7

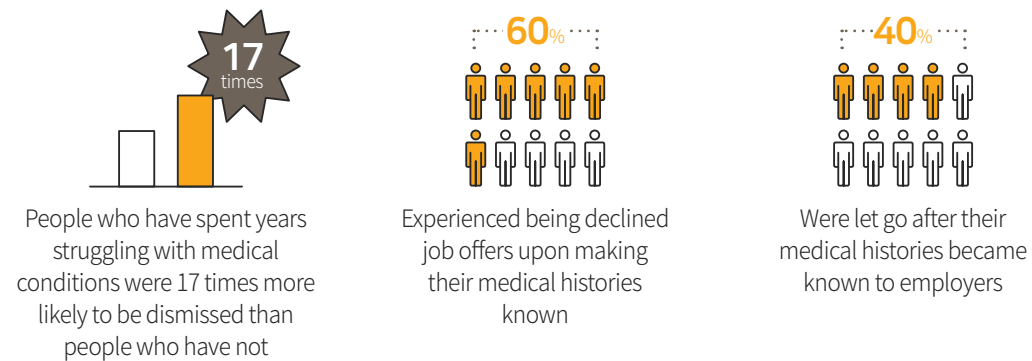
Number of individual and group counselling sessions provided

5 ~ 10 (per individual), 10 group sessions

Number of employment readiness certificates issued

13

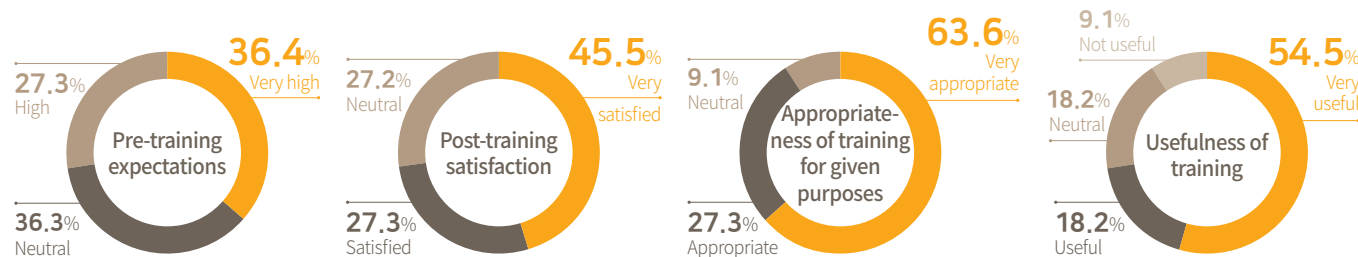
Survey results



Program Structure



Outcomes



Restoring Hope through Employment



Interview

Park So-jin
External Relations Section Chief,
Novartis Korea
Kim Yu-dong
Senior Manager,
Workplace Enhancement and Job
Creation Department, WT

What led you to start this program for recovering people returning to the work force?

Park People who struggle with medical conditions, and who are still young (in their 20s and 30s), have a strong desire to get better and return to society and work full time. It is natural, as they are in the prime of life, to want to work in fulfilling occupations and professions. I have met, however, a number of people who are afraid that their medical histories might disadvantage them in the job-seeking process or that their medical conditions might impose extra burdens on their coworkers. Because my job involved undertaking CSR projects for Novartis Korea, I thought about what we at the company could do to help young people in recovery from medical conditions. Fortunately, CSR was high on the list of new priorities set by the new young chairman of our company, so I had some support in starting this project.

Kim When Ms. Park first came to our Foundation with a written proposal in hand, I was quite impressed. The proposal showed me that she genuinely cared for young people in recovery and also thought in depth about Korean society's readiness to accommodate them. The struggles she must have processed personally were evident on the proposal and convinced me of Novartis Korea's sincerity. That proposal paved the basis for the strong and close partnership between the company and WT.

Why WT?

Park Because this program was intended to help people in recovery find jobs, I wanted to find an intermediary support organization active in employment support. While researching, I discovered that WT was an active nonprofit that has been helping people find jobs and careers since the days of the Asian Financial Crisis. Seeing the range of programs the Foundation ran, with the aims of creating decent jobs and reducing polarization in the larger society, I was convinced that partnership between Novartis Korea and WT would generate great synergy.

What was the central emphasis of the program?

Kim We had a single foremost mission: sending young people who have overcome medical conditions out to work. It was not an easy feat. Before we launched the program, we researched far and wide for possible examples to reference all around the world, but could not find many. WT has ex-

tensive experience with supporting employment and rehabilitation of the elderly and the poor, but young people in recovery presented a completely new set of challenges.

Park Designing and planning this program required very careful weaving of our resources and visions. Because this program was meant to serve people in recovery, we thought it was natural for us to seek out their views first. We also consulted medical social workers and psychotherapists. These efforts led us to conclude that, before sending people in recovery to work, we needed, first and foremost, to help them rebuild self-confidence.

Kim While technical support was certainly needed, we decided that it was important to precede it by a healing process in which participants' trust—that society has not abandoned them—would be rebuilt, with psychological support and assistance from experts and themselves. It was crucial that these participants broke through the walls they had set up, including vague fears of re-entering society and lack of self-confidence.

Park That is why our program came to include individual and group counselling sessions. It is only after completing these therapy sessions that participants can go on to learn actual business skills, such as proficiency with Excel, finance and accounting, power speeches, giving presentations, and so forth.

What, as its designers, do you wish for this program to achieve?

Kim I hope each participant can see themselves through to the end of the program and gain the help they need in returning to the outside world. Because this program is new, we have not included too many participants yet. Our intent is to provide in-depth support and attention to every single one so that everyone can complete the program.

Park Illness and injury can befall any of us through no fault of our own. The sense of isolation from society troubles people fighting medical conditions as much as the illness itself. This kind of despair is difficult to fathom, or even to acknowledge, before we experience it ourselves firsthand. I really hope that our program will grow and succeed so that it can refresh the interest of general society in the fight facing these people in recovery.

Enhancing Employability

Boosting the capabilities of various
groups to secure employment



Employability enhancement
programs tailored to
different groups

- HUG Share House Program
- Small Artisan Collaboration Program
- Building Hope through IT: Specialized School Support Program
- Future IT Developers Support Program
- Employability Enhancement Program for Postsecondary Students in Busan
- Employment Guide Project for University Students

HUG Share House Program

Decent housing for postsecondary students

WT provides decent living spaces for affordable rent to college and university students preparing to begin employment. The houses also provide programs to help tenants enhance their abilities to land a job.

HUG Share Houses

3 (Phase 1 in Dapsip-ri, Phase 2 in Anyang, and Phase 3 in Sinchon)

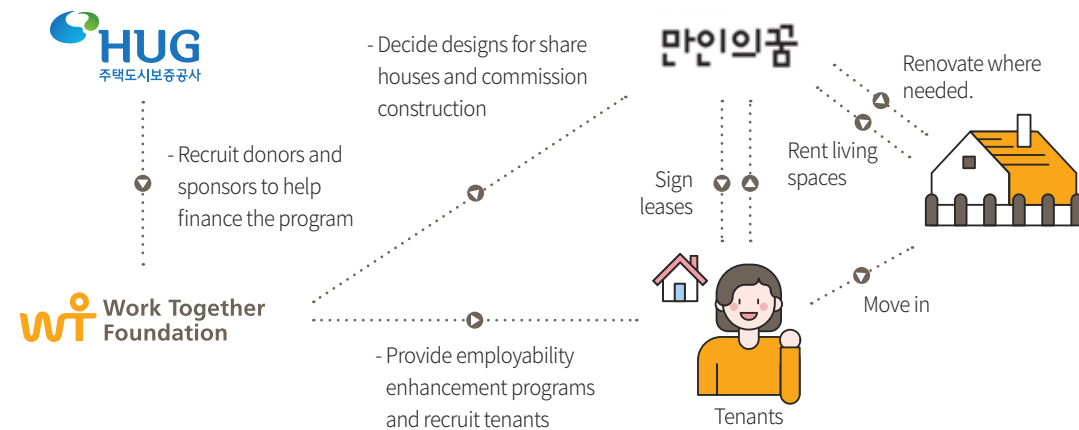
Number of tenants

24 (62 cumulative since 2016)

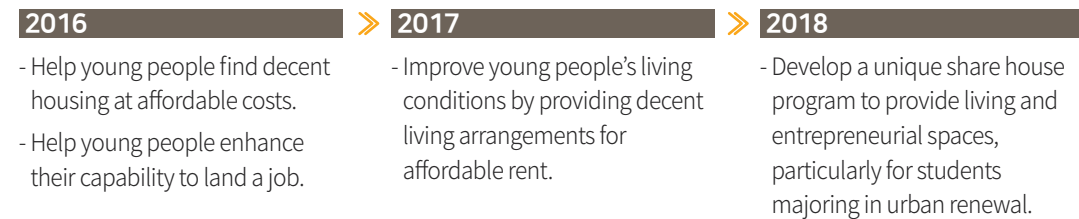
Number of tenants participating in employability enhancement programs

62

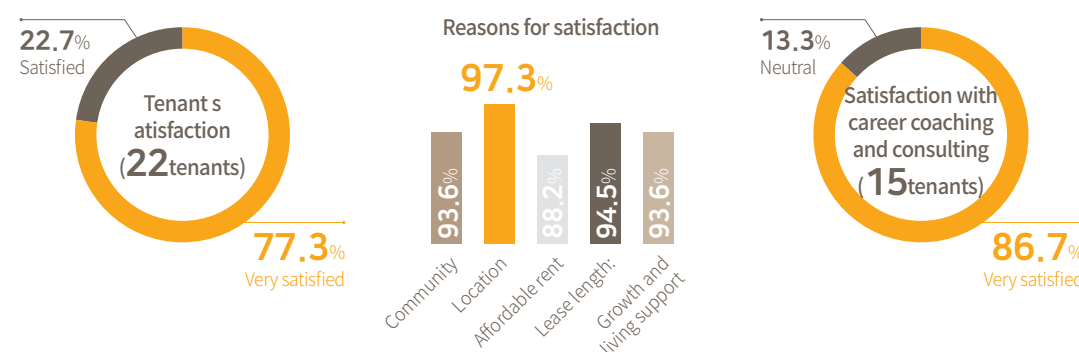
Program Structure



Process



Outcomes



HUG Share House: Phases 1 through 3

While the number of single-person households is rapidly multiplying in Korea, the number of old and abandoned homes is also on a rise, turning into venues for illicit activities and threatening the peace of surrounding neighborhoods. Programs turning these old and abandoned residential buildings into affordable share houses are enjoying growing popularity today. WT introduced HUG Share Houses with the aim of providing comfortable housing for students in their 20s, struggling to keep up their grades, prepare to find employment, and work part time, where they can relax and also participate in active communities flourishing on employability enhancement.



Phase 1

- Location:** Dapsip-ri (Floors 2 to 4, 96-8 Yongdap-dong, Seongdong-gu, Seoul)
- Facilities:** Single-, two-, and four-person bedrooms, common spaces (including studies, a lounge, and a rooftop terrace)
- Note:** Prioritizes tenants from regions outside Seoul-Gyeonggi Province and low-income backgrounds who are preparing to land jobs and begin careers.
- Benefits:** Affordable rent (60% of ongoing rates nearby), additional housing subsidies for eligible tenants (KRW 50,000 per tenant per month), employability enhancement program (worth KRW 500,000 per tenant), community activities for tenants, amenities, etc.



Phase 2

- Location:** Anyang (853-94 Anyang-dong, Manan-gu, Anyang, Gyeonggi-do)
- Facilities:** Single-, two-, and four-person bedrooms, common spaces (including studies, a lounge, and a rooftop terrace)
- Note:** Prioritizes tenants enrolled in schools in Seoul/Gyeonggi Province, from regions outside Seoul-Gyeonggi Province, and from low-income backgrounds.
- Benefits:** Affordable rent, additional housing subsidies for eligible tenants (KRW 100,000 per tenant per month), employability enhancement training allowance (KRW 300,000 per tenant), community-building programs (allowance of KRW 10,000 per tenant per meeting), amenities, etc.



Phase 3

- Location:** Sinchon (Floors 2 and 3, 112 Changcheon-dong, Seodaemun-gu, Seoul)
- Facilities:** Co-working space underground, entrepreneurial space on first floor, living spaces and a rooftop terrace on next two floors
- Note:** Provides entrepreneurial and training spaces for students and aspiring entrepreneurs specializing in urban renewal.
- Benefits:** Affordable rent, career counseling and employability enhancement programs, financial aid for hobby and self-development gatherings, co-working space, cafe and food court discounts

Small Artisan Collaboration Support Program

Supporting small artisans and local economies

WT supports the organization and collaboration of small local artisans, who form the bedrock of local economies and communities, toward strengthening employment of all workers involved and improving quality of life for local communities. WT supports the Yangcheon Bagmakers Cooperative by helping it establish and implement a sustainable business model and also develop unique brands and designs, while finding suitable channels of distribution necessary for growth of the cooperative.

Number of channels of distribution and marketing
35 / 51

Number of members
175 (in 2017) ▶ **179** (in 2018)

Revenue
KRW **186,343,070**

Program Structure



Support the Yangcheon Bagmakers Cooperative, a group of local artisans in neighborhoods of Yangcheon District prone to air traffic noise



Support expansion of distribution channels and development of new brands and designs



Support job creation by small artisans and improve quality of life for local residents

Process

2016	2017	2018
<ul style="list-style-type: none"> - Develop unique brands and designs. - Support establishment of a cooperative operating system. - Support establishment and operation of a Yangcheon-based association of small artisans. 	<ul style="list-style-type: none"> - Review and support development of an umbrella brand. - Support the cooperative's business and establish a sustainable business model. - Support prototype development and advertise the cooperative through a public design contest. 	<ul style="list-style-type: none"> - Support sales by introducing artisans' products into the PR center at Gimpo Airport's passenger terminal for domestic flights. - Support expansion of channels of distribution and growth. - Provide management consulting and include the case in the Impact Report.

Comment from an Artisan

Local artisans who have dedicated their lives to their craft got together and launched the Yangcheon Bagmakers Cooperative, with the aim of shifting the manufacturing industry's attention from overseas back to Korea. In 2018, we were able to set up a PR booth at an event celebrating the Korea Airport Corporation (KAC)'s 60th anniversary so that we could advertise and sell our products to the public. We were also able to start a program that helps struggling local families. In 2019, we intend to keep our workshops and launch a program to train unskilled and jobless local residents in bagmaking.

_ Cho Gyu-nam, Chairperson, Yangcheon Bagmakers Cooperative

Building Hope through IT: Specialized School Support Program

Encouraging youth to develop new IT solutions to social problems

WT supports crowd funding for raising funds necessary to organize a hackathon. The hackathon is meant to enable specialized high school students to generate new ideas, develop prototypes, and translate them into actual products and services that can contribute to solving social problems. The program helps WT find talented students capable of producing innovative products and services and foster their growth.

Participating schools and clubs

6 schools, **16** teams (14 schools and 31 teams since 2017)

Number of participants

73 (148 since 2017)

Program Structure

Hackathon		Market appeal test	
Day 1	Day 2	Education and training	Crowd funding
<ul style="list-style-type: none"> - Living as IT developers: A lecture on how to structuralize ideas - Teambuilding and networking 	<ul style="list-style-type: none"> - Demo Day - Team presentations and evaluation 	<ul style="list-style-type: none"> - Crowd-funding Training 1: Learning from examples - Crowd-funding Training 2: Understanding platform tasks - Project check and mentoring 	<ul style="list-style-type: none"> - To finance development of PR content and reward products/services - To support shipping/delivery and customer service
Mentoring and team development			
<ul style="list-style-type: none"> - Mentoring for team project autonomy (development, business models, presentation) 			

Process

2017	2018
<ul style="list-style-type: none"> - Introduce the hackathon format. - Recruit expert mentors to provide technical advice. 	<ul style="list-style-type: none"> - Brand and consolidate IT-related support programs. - Test the market appeal of student ideas through crowd-funding after the hackathon. - Donate the funds raised (KRW 1,000,000 in total) and provide entrepreneurship grants for students.

Winners

Prize	School	Team	Description
Grand Prize	Korea Digital Media High School	COIN	A platform for headhunters and jobseekers, blind to differences in educational backgrounds.
First Place	Gyeongmin IT High School	SOLID	A simulation game designed to end discrimination against the blind
Second Place	Korea Digital Media High School	LUNA	A non-discriminatory coding education platform
	Sunrin IT High School	NEFUS	A cane for the blind

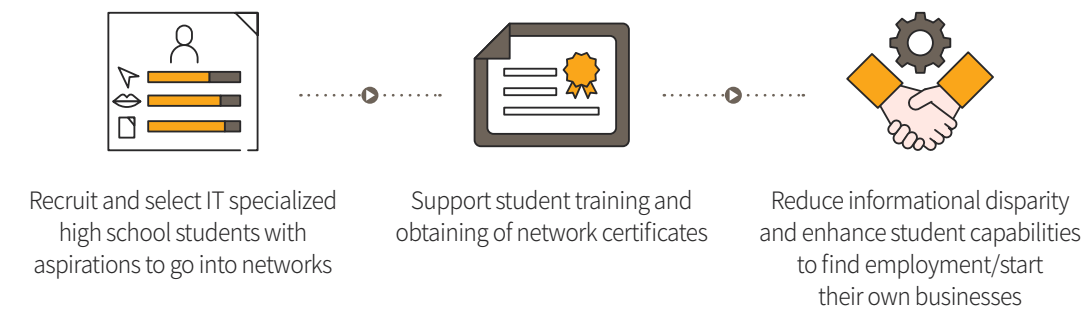
Future IT Developers Support Program

Helping students acquire needed credentials and training

WT provides support for IT-specialized high school students from low-income families to help them acquire the necessary qualifications (CCNA and CCNP) and training. The network qualifications are required of students in IT-specialized high schools for them to prove that they have sufficient understanding of IT security and infrastructure to graduate. The examinations for these certificates, however, are quite costly. WT strives to eliminate informational disparity, particularly between teenagers, and enhance their ability to land jobs and start their own businesses.



Program Structure



Employability Enhancement Program for Postsecondary Students in Busan

Helping young people outside Seoul-Gyeonggi Province to find jobs

WT organized an employability enhancement program for postsecondary students in Busan with interest in finance, aiming to develop local workforces and reduce unemployment among young people. WT connected corporate executives, officials and experts with participating students so that the former can provide consulting and advice, based on their knowledge of corporate requirements of job candidates and expertise.

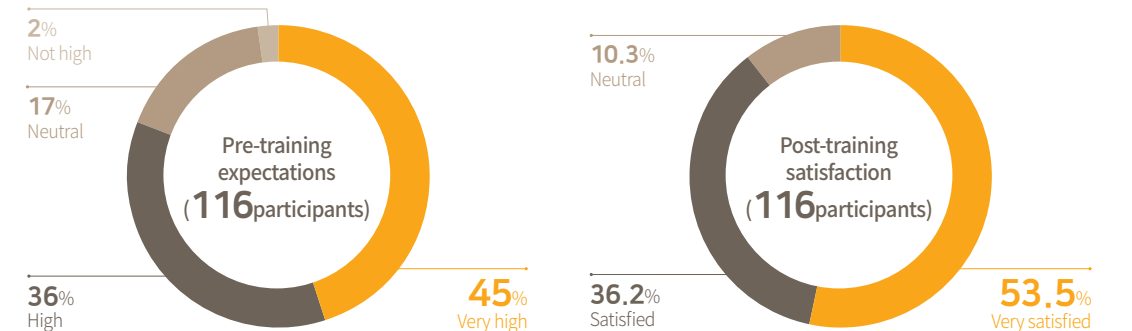


Program Structure



Month	Topic	Description
March	Mastering the Art of a Personal Statement	Tips on filling out online resumes for major finance corporations, learning about the purposes of personal statements in different segments of finance, writing episodes, etc.
April	One-on-One Personal Statement Clinic	Providing intensive consulting and training on how to write good personal statements for finance corporations
May	Preparing for Interviews (presentations/debates)	Analyzing presentation and debate formats of different companies and developing appropriate strategies
June	Presentation Coaching	Coaching and helping students participating in a presentation contest prepare their presentations, holding mock translations among students not participating in the contest, and gathering feedback
	NCS Aptitude Test	Taking mock NCS aptitude tests and analyzing each question to enhance student capabilities with written exams

Survey Results



Employment Guide Project for University Students

Guiding young people through their struggles to find a job

As the job market situation continues to change rapidly, presenting mounting challenges to university students seeking jobs, WT has introduced this employment guide program reflecting the latest job market trends. The camp and coaching courses enable participants to prepare substantially for employment, while follow-up consulting and coaching are provided both online and offline after the program.

Number of camp participants

100(in 2017) ▶ **120**(in 2018)

Number of participants who have landed jobs

35(in 2017) ▶ **87**(in 2018)

Hours of consulting provided per participant

58.5hours(in 2017) ▶ **60.5**hours(in 2018)

Program Structure



Recruit and select job-seeking students and recent graduates of four-year universities nationwide



Provide an employability enhancement camp (two nights, three days) and on- and offline career coaching (six months)



Enhance participant capabilities to land jobs

Process

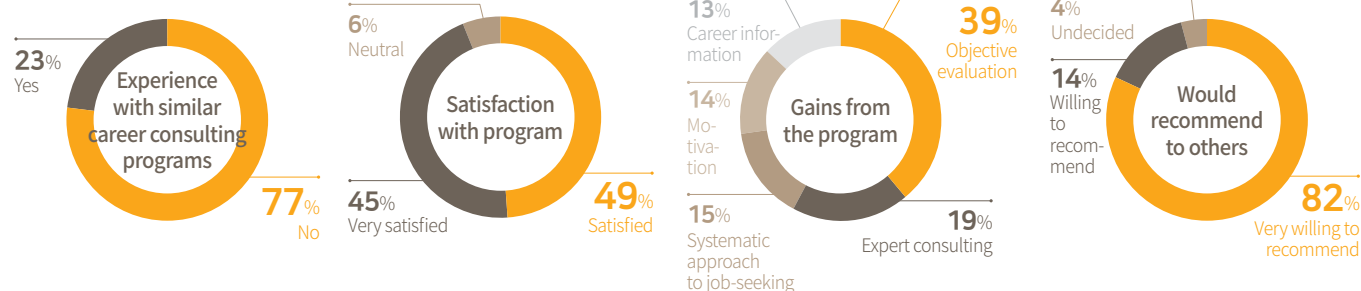
2017

- Help university students in 11 cities nationwide.
- Prioritize students from low-income backgrounds.

▶▶ 2018

- Expand the program to the national stage.
- Refine areas of consultation further and reinforce mentoring from actual specialists.

Survey Results (102 participants)



“Expert consulting and mentoring helped me overcome my shortcomings”

Lee Ga-yeong (Seoul)



I have been preparing for a career in the public sector since I was in my final year at university. I acquired the necessary qualifications, did some internships, and applied to nearly two-dozen public corporations, but was rejected in the document screening phase in most cases. This led me to suspect that my personal statements were not so good. But I was at a loss as to where and to whom I could go to get help. When I heard that WT was opening the second phase of its Employment Guide Project, I decided to join.

“The three-day camp allowed me to identify and overcome my shortcomings as a job candidate. In particular, I found the small-group mentoring session after the camp most helpful. **For two months, expert consultants helped hapless jobseekers like me improve our skills over six sessions in total. I would have still been at a loss if I had to do it all alone. One-on-one coaching from expert consultants, however, gave me the chance to work on highlighting my strengths effectively to employers.** Over the course of preparing myself for the career I want, I had lost much of my faith in myself because of the repeated rejections. This Employment Guide Project did a lot to renew my motivation. Thanks to the project, I was able to land a job at a public corporation in just a season after graduating from university.

“Offline career coaching and studying with team members really helped me”

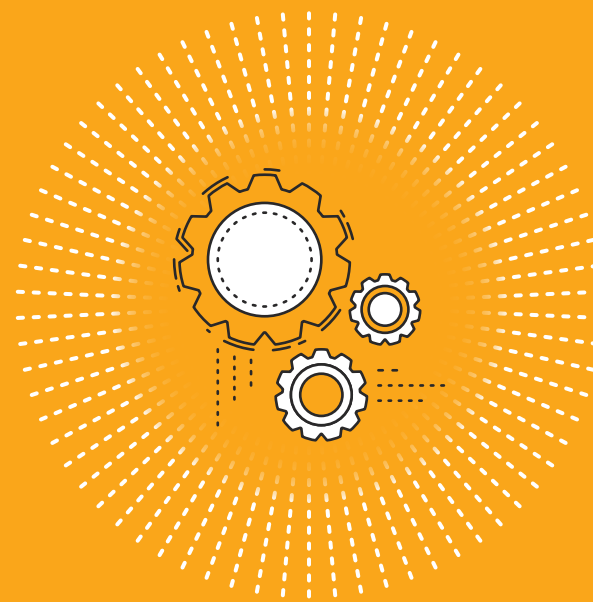
Kim Yeong-geun (Busan)



I was preparing to find a career in finance when I heard about the Employment Guide Project. I thought it was perfect for me because I was interested in intensive camp-based career training. At the start of the camp, I barely knew anything about how to write a good personal statement and prepare for interviews. The one-on-one consulting on personal statements and the two mock interviews opened my eyes to what my exact shortcomings were. The camp, however, was too short. Afterward, I continued by participating in the offline career coaching program and studying with teammates. **Because WT assigned participants from the same region and with similar interests to the same group, the group study was effective. The monthly offline mentoring sessions were inspiring for me because they gave me the opportunity to have my progress measured and checked by my teammates. The career mentoring also reminded me of where I was in terms of preparation on a regular basis.** While no part of the job-seeking process is easy—whether preparing the requisite documents, taking written exams, or doing interviews—keeping a clear sight of my goals has allowed me to identify and overcome my shortcomings relatively quickly. There is nothing better than actual experience to teach us, so I strongly recommend career coaching and reality checks to other young people like me.



Together Toward Hope



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History

1998

- **The National Movement Committee to Overcome Unemployment (NMCOU) launched amid the Asian Financial Crisis (co-chaired by the late Kang Won-yong, the late Kim Su-hwan, and Song Wol-joo).**

2003

- **The NMCOU reorganized as a nonprofit corporation-cum-foundation to develop more active solutions to the protracted and structural problem of unemployment in Korea.**
- Youth Employment Fair organized (with sponsorship from the Ministry of Labor, MBC, and The Hankyoreh)
- Programs for social work and social enterprises launched
- Financing program (Local Development Funds) for social enterprises launched
- Nongovernmental Social Security Net Development Program launched

2004

- Kyobo Dasomi Nursing Volunteers Project launched (which became Korea's first-ever social enterprise, Kyobo Dasomi, in 2007)
- Fun Culture School launched (with support from Samsung Securities)
- Job Creation Movement Headquarters launched
- Hope Fund Donation Relay Campaign launched (MBC)

2005

- Senior Traditional Culture Curators Program launched (with support from Samsung)

2006

- **WT began to propose alternative solutions to unemployment and poverty.**
- **WT Policy Institute established**
- Happy Lunchbox Sharing Project launched (with support from SK)
- At-Home Nursing Assistance Project launched (with support from POSCO)
- Hope Networking Center for Young People launched

2007

- Local Social Enterprise Development Project launched
- Child Welfare Guardian Support Center Project launched (with Ministry of Health and Welfare)
- Won the Social Innovation Award at the Peter Drucker Innovation Awards
- Performed management consulting on social work upon request from the Ministry of Labor
- Began to certify and support social enterprises upon request from the Ministry of Labor

2008

- **WT introduced a series of programs aimed at reducing social polarization and introducing sustainable work.**
- Organization renamed the Work Together Foundation (WT)
- Launched a program supporting new and renewable energy social enterprises in abandoned mining towns in Gangwon-do (with support from Hi-One Resort)
- Launched a program fostering social enterprises with specialty in cultural heritage (with the Cultural Heritage Administration)
- Launched the Social Entrepreneurs Academy
- Hosted the Asian Social Entrepreneurs Summit (ASES)

2009

- Organized the National Contest of Social Venture Ideas upon request from the Ministry of Labor
- Social Venture Incubating Center Mapo opened (with the Korea Life Insurance Association)
- Launched a project to support the growth of social enterprises in the making (with KEPCO and BAT Korea)
- Launched a project for training accounting experts for social enterprises (with support from Shinhan Bank)
- Launched a campaign promoting ethical consumption and social enterprises (with support from G Market)
- Began linking social enterprises to corporations for facility and equipment support (with Export-Import Bank of Korea)
- Launched the Hope TV live fundraising campaign (SBS)
- Launched programs to support social enterprises with specialties in new and renewable energy and cultural heritage

2010

- Support begun for the establishment of community enterprises (with Land & Housing Corporation)
- Social Enterprise Distribution Support Project launched (with support from Hyundai Home Shopping)
- Light A Lamp launched, supporting the unemployed breadwinners and their families in Korea
- Smile Together Partnership launched, supporting poor families and children abroad
- Youth Dream Field launched, supporting the dreams of teenagers (with support from KB Kookmin Bank)
- Care service project launched for the disadvantaged (with the Korea Housing Finance Corporation)

2011

- **Systematic, expert management support provided for exemplary social enterprises**
- Social Venture Incubating Center Yangcheon opened
- Social Entrepreneur Incubating Program launched (with the Korea Social Enterprise Promotion Agency)..
- Support for social enterprises in the making specializing in sustainable development (with support from LG)
- Social Enterprises Guidebook published

2012

- Senior Business Growth Support Project launched (with support from Yuhan-Kimberly)
- Eco-Friendly Social Enterprise Support Project launched (with support from Hanwha)
- Social Economy Zone Projects (with Seodaemun-gu and Geumcheon-gu District Offices)
- Alternative Social Security Net for Young People launched
- Hosted ASES 2012

2013

- Senior Employment Fund Project launched (with support from Yuhan-Kimberly)
- Cooperative Business Model Development Support Project launched (with KEPCO)
- Global Drive Project launched (with support from SK)
- Social Economy Seeds of Hope Project launched (with the Export-Import Bank of Korea)
- Supported the conversion of businesses into social enterprises (with support from Hanwha Galleria)

2014

- **Hosted Social Enterprise World Forum 2014**
- Social Enterprise Solidarity Mutual Aid Fund launched (with the Export-Import Bank of Korea)
- Social Enterprise ICT Support Project launched (with support from Samsung SDS)
- R&D on policy measures providing support to merchants of traditional markets and small artisans, upon request from the Seoul Metropolitan Government

2015

- Support begun for small artisans in areas affected by aircraft noise (with KAC)
- Social Enterprise Support Program for Developing Countries launched (with KOICA)

2016

- Senior Care Managers Program launched (with support from Yuhan-Kimberly)
- Building Hope Through IT Project for Students of Specialized High Schools launched (with support from Shinsegae I&C)
- HUG Share Houses 1 and 2 opened for young people (with the Korea Housing Finance Corporation)
- Social Tech Venture Incubating Program introduced (with the Seoul Metropolitan Government)
- Recognized as a "diligent public interest corporation" by the Ministry of Strategy and Finance

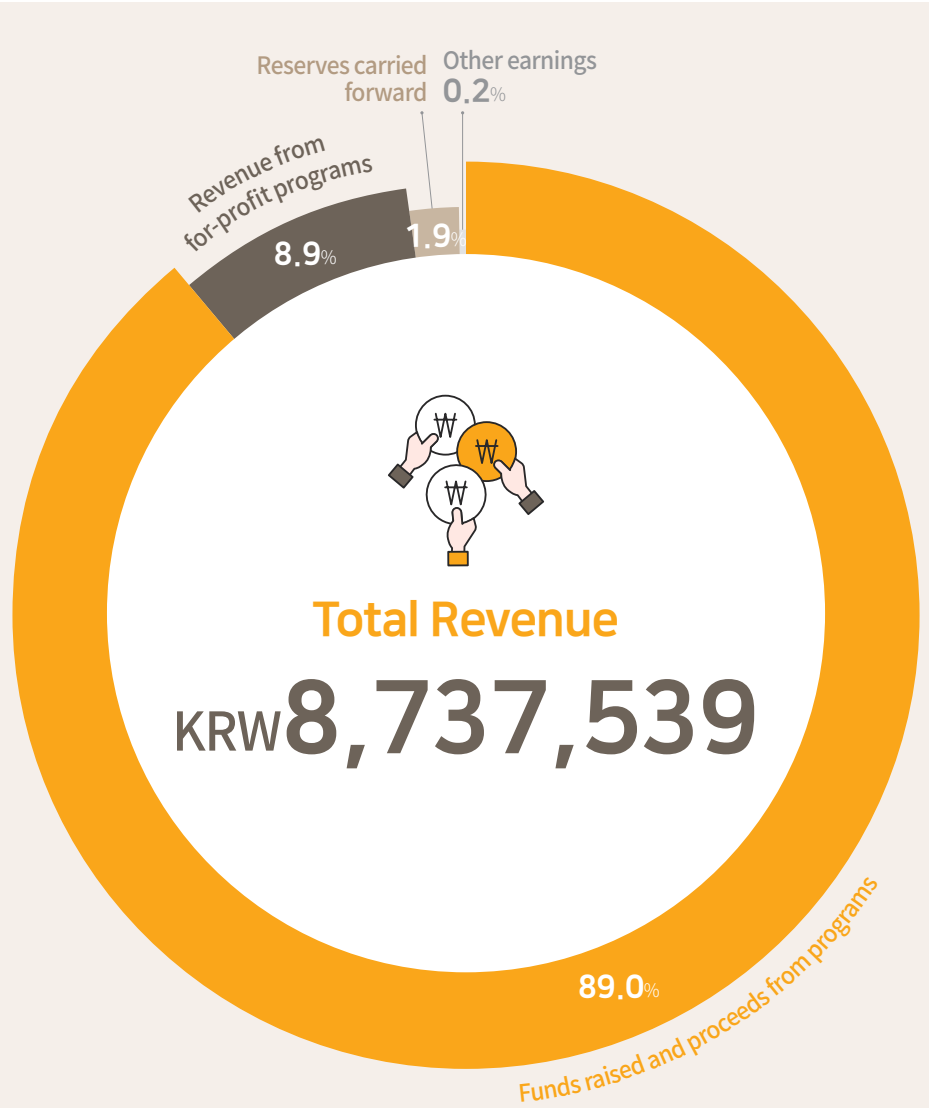
2017

- Employment Guide Project for University Students launched (with KAMCO)
- Social Tech Innovation Lab opened
- Participated in the Hankyoreh Charity Campaign

2018

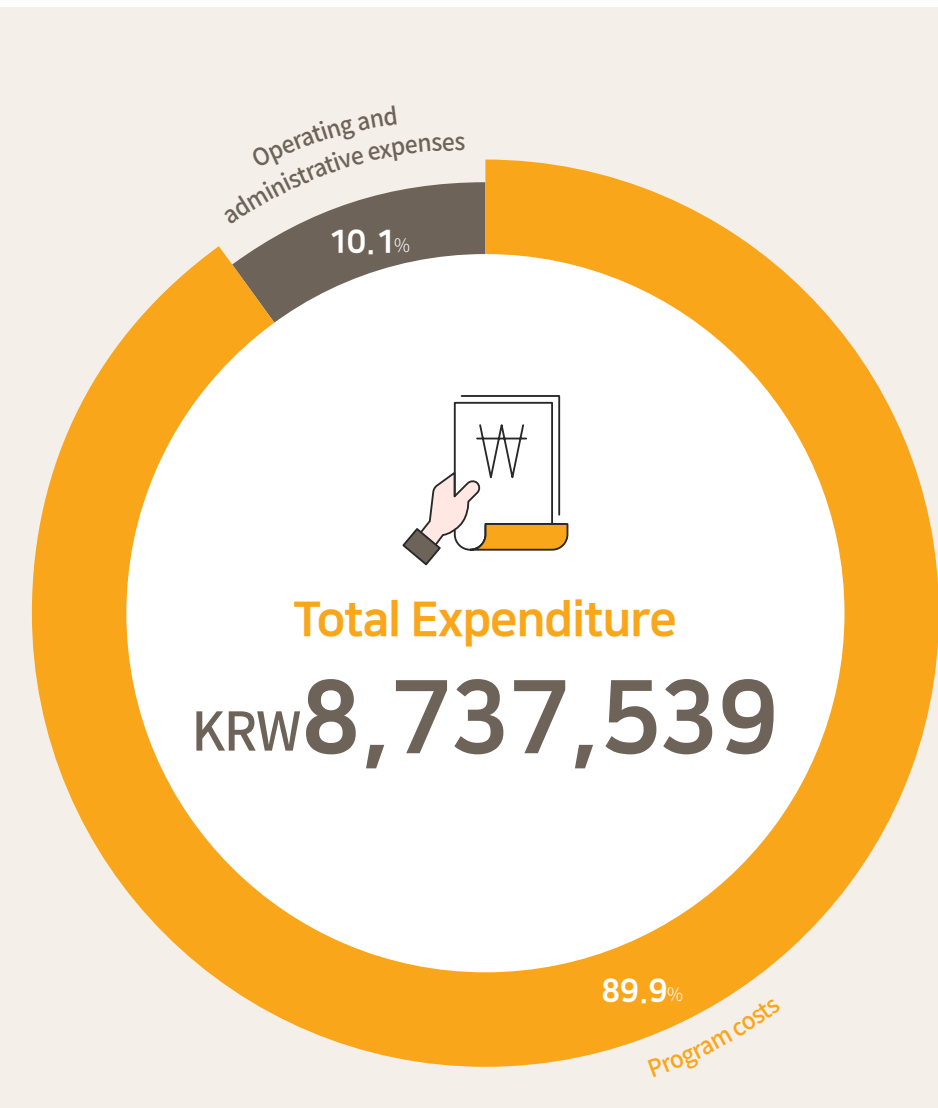
- **Rural Produce Fair with KEPCO**
- Inaugural ceremony for re-opening of the Social Venture Incubating Center at its new location
- Party Care Service Project (KAC)
- Crowd funding for social economy organizations (KEPCO)
- Hellonew()world, a hackathon for IT-specialized high school students (Shinsegae INC)

Performance



(Unit: KRW 1,000)

Type	Amount
● Funds raised and proceeds from programs	7,776,698
● Revenue from for-profit programs	780,211
● Reserves carried forward	168,399
● Other earnings	12,231
Total	8,737,539



(Unit: KRW 1,000)

Type	Amount
● Program costs	7,853,786
● Operating and administrative expenses	883,753
Total	8,737,539

※ Settled as of December 31, 2018

Board of Directors

Board of Directors

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Policy Research Institute

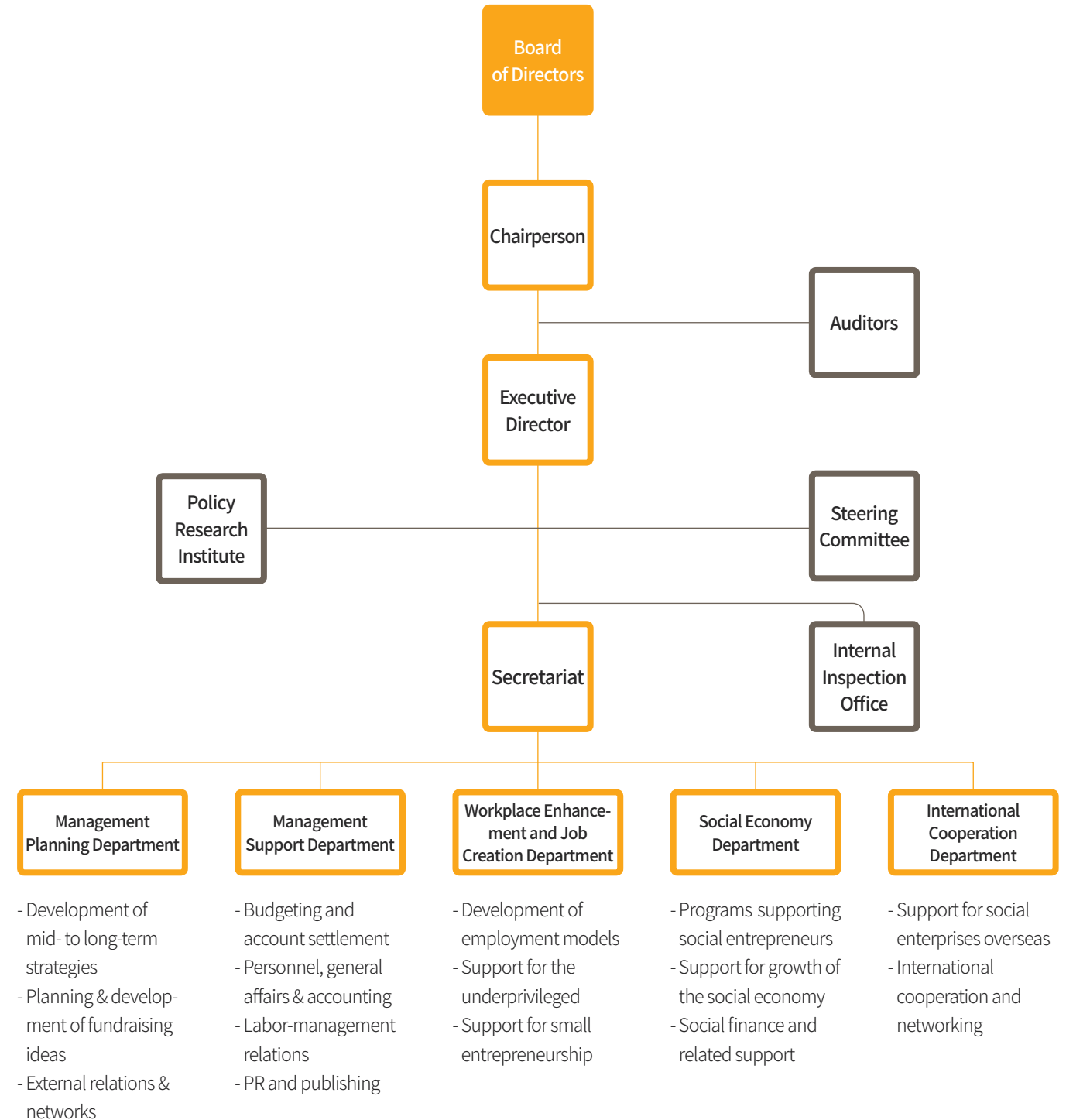
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Chang Jong-ik	Professor, Hanshin University College of Global Cooperation
Jang Hong-geun	Director of Labor Relations Policy Research, Korea Labor Institute

Organization and People

WT consists of a board of directors, a steering committee, a policy research institute, and a secretariat. All its members work to realize the Foundation's vision while ensuring the transparency and fairness of its management. The Secretariat undertakes the Foundation's projects with its five teams.

※ 31 permanent workers: One Secretary-General, 28 administrative workers, and two technicians

(as of the end of 2018)



Acknowledgements

Following is a list of major corporate sponsors who supported the diverse undertakings of WT in 2018.
Thank you for your participation in ushering in a better society.

How to Join Us

As an experienced and trusted partner for CSR activities of numerous corporations, WT has worked with companies to help them fulfill social missions through its knowhow and expertise. WT looks forward to working with more companies and ushering in a new welfare paradigm through collaboration.



Consultation

Identifying business needs through telephone conversations and personal visits



Proposal and negotiation

Suggesting appropriate CSR activities for given businesses



Confirmation

Confirming details of activities and signing agreements



Execution

Undertaking projects according to agreement



Evaluation and reporting

Reporting breakdowns of expenses and achievements



Continued participation

Monitoring sustainability and reorganizing projects where necessary

Work Together Foundation

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Annual Report 2018

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Purpose of Reporting

The Work Together Foundation (WT) publishes its Annual Report to further stakeholder understanding of the Foundation's projects and activities over the previous year. Annual Report 2018 provides a glimpse into WT's efforts for, and achievements in, promoting sustainability at individual and social levels. It also casts light upon diverse partners of the Foundation, both in Korea and abroad, who share the Foundation's vision and support it through various projects.

Period and Scope of Reporting

This report summarizes the activities and performances of WT spanning fiscal year 2018, from January 1 to December 31 of that year.

Verification of the Report

All claims and information found in this report are based on the criteria of verification applied, through review and deliberation, by the internal working-level officials and executives of WT.

Should you have any questions or concerns regarding the report, please contact:

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Inclusive Employment for All Shaping the Future with All

Work Together Foundation
Annual Report 2018

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