

**Theme 1 : HRD in order to achieve compatibility
of environmental conservation and sound
business management**



K-water's HRD Strategy for Sustainable Water Supply

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K-water

CONTENTS

- 1. Water resources and management of K-water**
- 2. HRD strategy for Sustainable Water Supply**

1. Water resources and management of K-water

Water Supply Services of K-water



No. of Employees
[As of June 2024]



6,377

Organization
[As of June 2024]



Headquarters_ 1 Vice President, 5 Divisions, 3 Head Offices, 37 Departments (Offices/Units/Centers)
On-Site Branches_ 7 Head Offices (Divisions), 25 Departments (Centers), 81 Branches (Units)
Overseas_ 37 projects in 16 countries

Integrated Water Management Facilities
[Dams, weirs, etc.]



55 sites

Renewable Energy Facility Capacity
[No.1 in Korea]



1,430 MWh

Water Supply Capacity
[61% of the total water supply in Korea]



12.5
billion m³/year

Korea's Largest Supplier of Tap Water



Based on national water supply facilities

49%

Water pipelines

34,000 km

K water

Water Resources for water supply

Large scale multi-purpose dams and Water supply dams

- Water Quality Management Challenges due to Non-Point Source Pollution and Climate Change

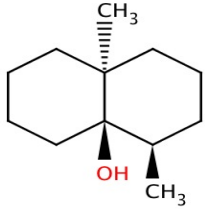
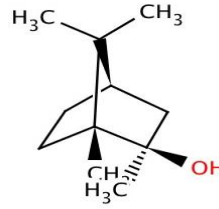
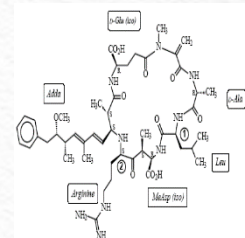
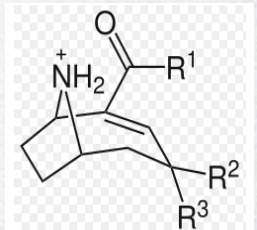


Algal Bloom : Can trust our drinking water?

■ Aesthetic impacts

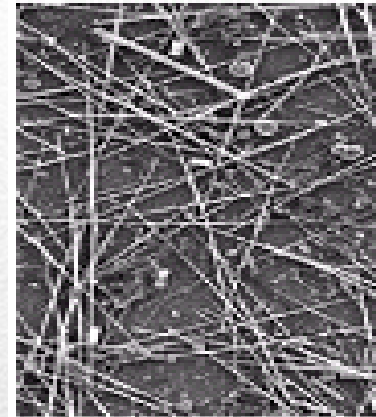


■ Health effects

Taste and odor		Toxin	
geosmin	2-MIB	microcystin	anatoxin
			

■ Impact on the water treatment process

- ✓ proliferation of **Sinedra** algae
- ✓ Clogging filter media
- ✓ Shortening filtration time



Step-by-step measures against Algal bloom

Growth suppression

Algae removal

Enhanced control

On-site measures

Intake countermeasures

Purification process measures

Water
circulator



Algal
harvesting
boat



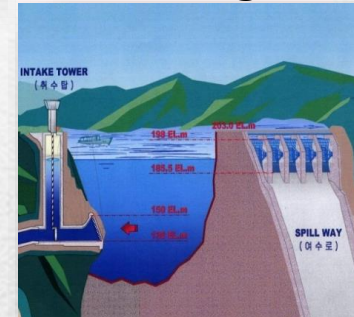
Yellow silt
spreading



Algal inflow
barrier



Selective
intaking



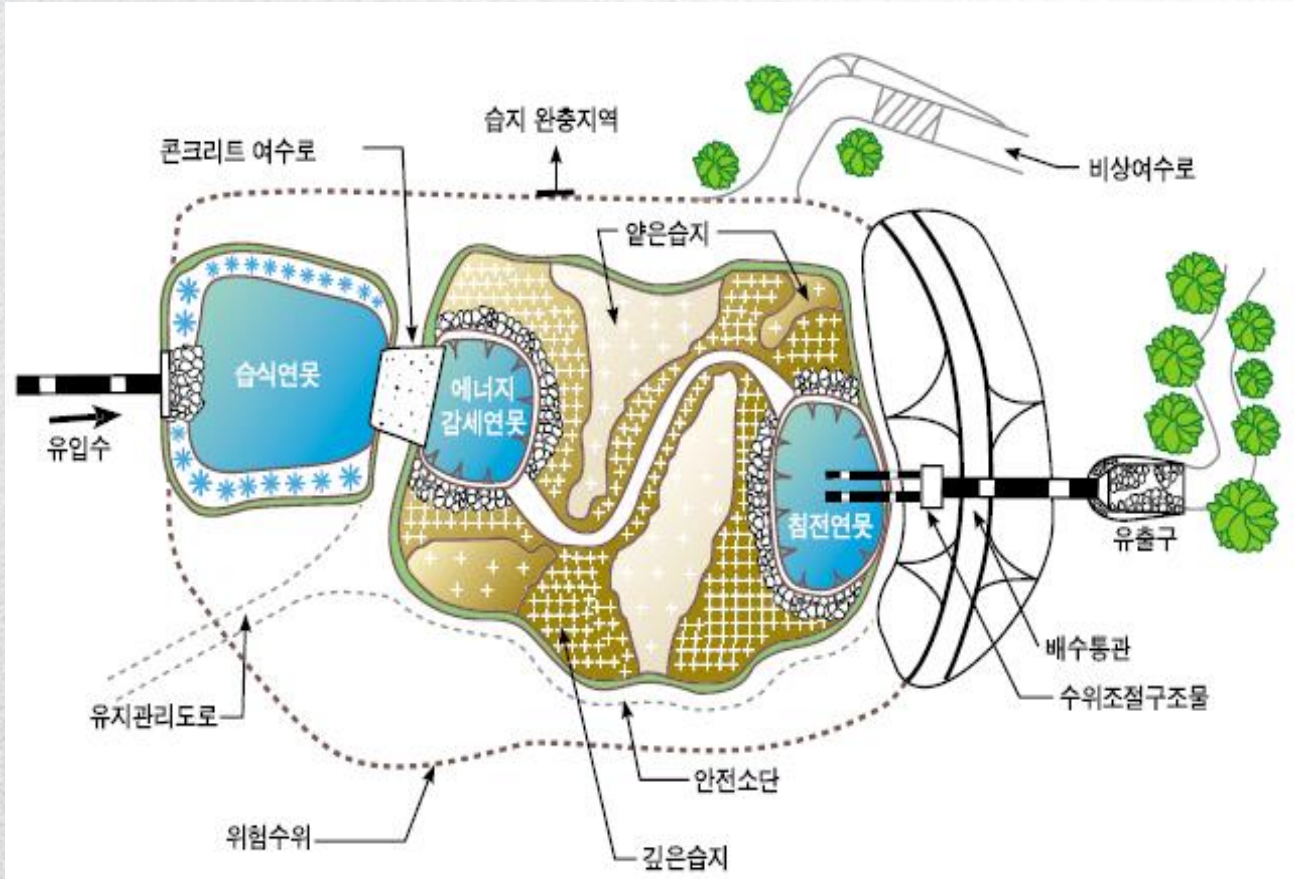
Pre-chlorination

Activated carbon



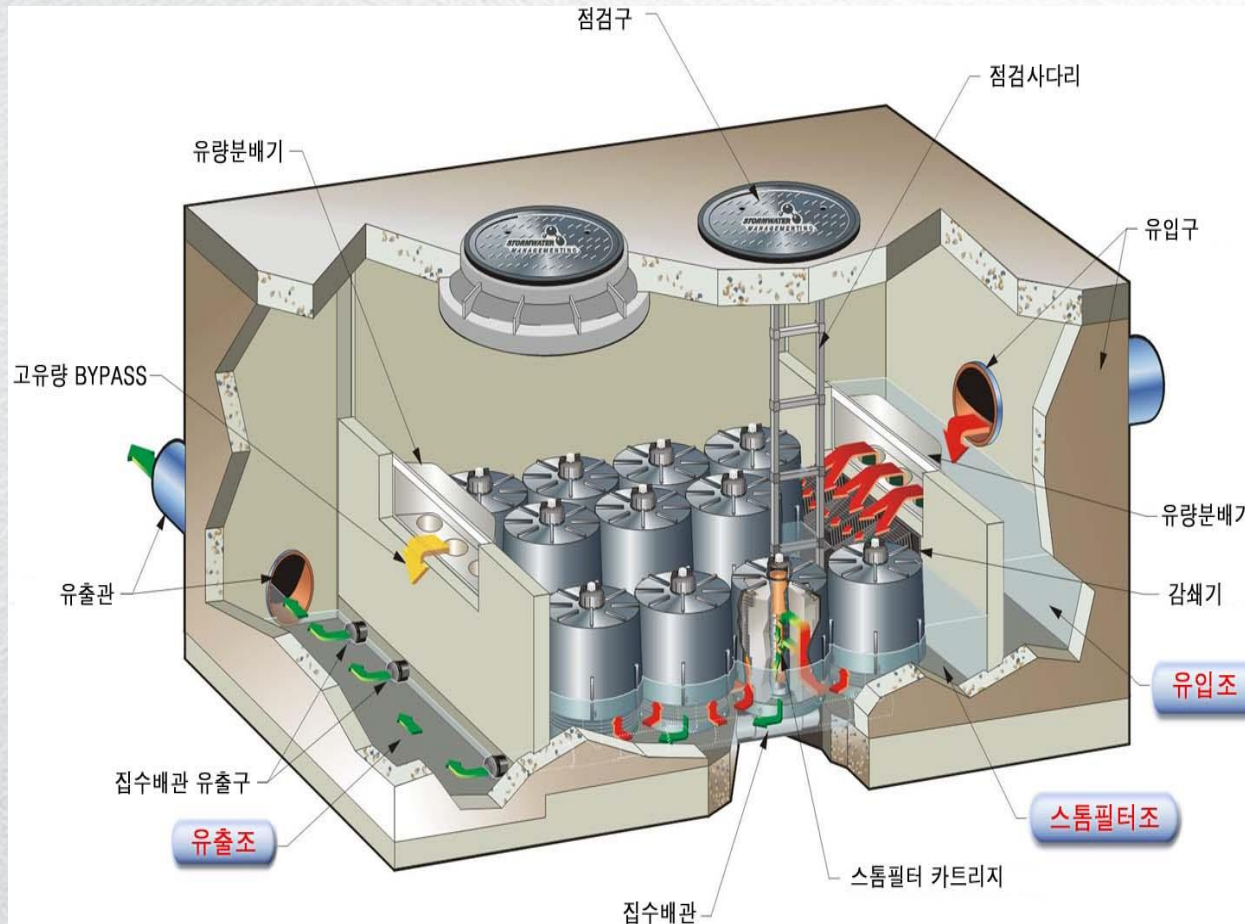
Watershed management (Long-term solution)

■ Nature based technology : artificial wetland



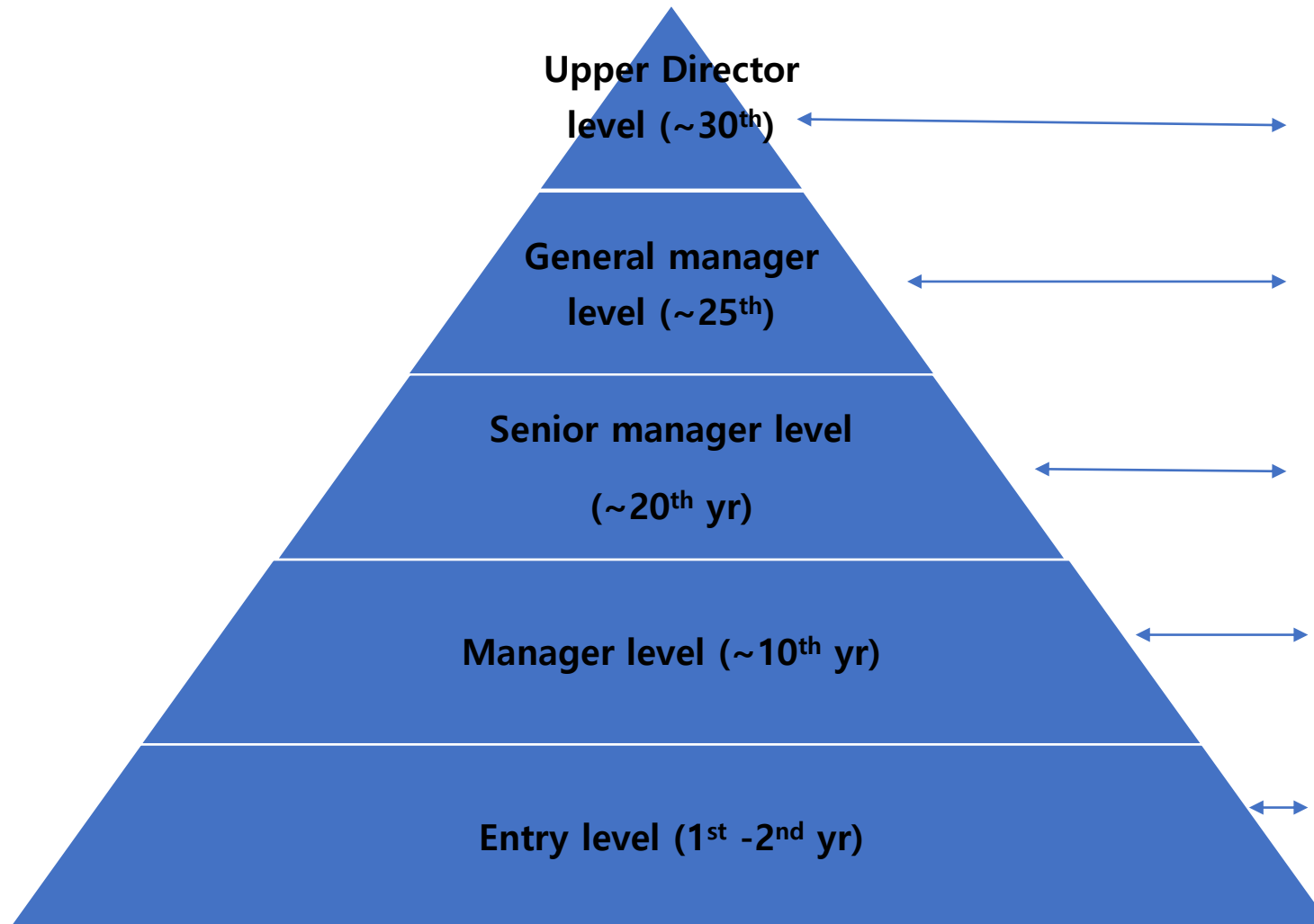
Watershed management (Long-term solution)

Device-based non-point source pollution management technology



2. HRD strategy for Sustainable Water Supply

HRD Strategy depending on Position



Core Course

Credit	Course Requirement	Subject
32	Newly promoted	Leadership
48	Newly promoted Job USI (IV)	Technology Management
64	Newly promoted Job USI (III)	Technology Management
80	Newly promoted Job USI (II)	Water Resources Water Supply Green/Digital/Global Management
112	Newly recruited Job USI (I)	Technology (Basic) Business (Basic)

Advanced Courses depending on Job



- Finance
- Accounting
- Contract, bidding
- Tariff design and decision
- Legal
- Feasibility Study

- Strategy, management
- Accounting and finance
- HR management

Business administration



- All about Water Supply
- Pipeline distribution networks
- Construction site management
- Water quality man.

- Construction
- Environmental Man.

Technology I



- All about Water Supply
- All about Water resources
- Mechanical and electrical Facilities for Water purification, hydropower generation, ICT for monitoring and control

- Facility O&M for Water supply and Water resources
- Energy sector

Technology II

Advanced and Systematic Training Program

Program Overview:

- **Launch Year:** 2008 (Initially called "Expert Course")
- **Courses Conducted:** 84 (as of 2023) // **Graduates:** 987 participants

Key Highlights:

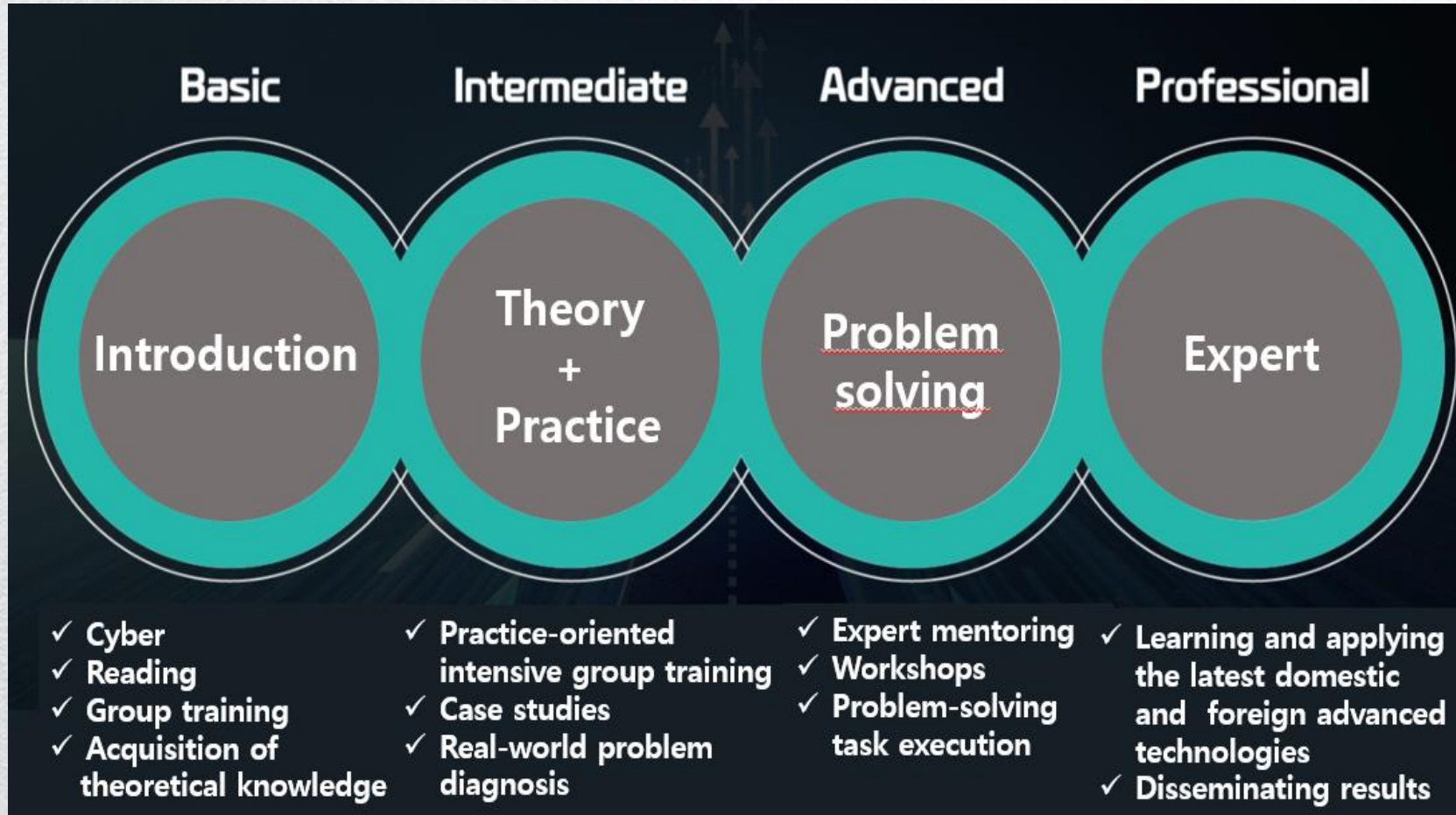
- **Strategic Alignment:** Linked with K-water's core business to develop professionals
- **Primary Objective:** Fostering problem-solving experts who play a pivotal role in K-water's business

Program Evolution:

- Continuous Improvement adapting to business trends and organizational needs
- Incorporates feedback from trainees and addresses challenges in the learning process.

⇒ 2021 Program Upgrade with B-I-A-P modular system for a more structured and effective learning experience.

Curriculum structure



2024 Unleash Award (Paris)





Songsan Global Education Center, HRDI, K-water

Thank you!

감사합니다!

ありがとうございます!

ขอบคุณครับ/ค่ะ!

謝謝！