청년과미래
YOUTH & FUTURE

# Youth Policy Proposal
# 2026 Republic of Korea Youth Day Special Project
# 11th Youth Policy Competition

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| Applicant | Minhyeok Jeong |
| Policy Area | ☐ Net Zero, Climate Action, Resource Circulation & Living Environment Improvement<br>☑ Employment, Labour, Jobs & Industrial Safety<br>☐ Family, Youth, Gender Equality & Response to Digital Sex Crimes |
| Policy Name | FIRST 100: A 100-Day Support System for Young People Entering Their First Job |
| Current Situation and Key Challenges | Getting a job may mark the end of job preparation, but it is also the beginning of a young person's working life. Current youth employment policies provide relatively extensive support for job preparation and job matching, yet there are comparatively few mechanisms that examine what kind of working environment young people actually enter during the first months of employment.<br>According to the May 2026 supplementary survey on young people by Statistics Korea, it took an average of 11.2 months for young people to obtain their first paid job after graduation or leaving school. Even after overcoming that long period of preparation, many still leave their first workplace. Among the reasons for leaving a first job, the largest share—44.4%—was dissatisfaction with working conditions such as pay and working hours.<br>The government already operates programmes intended to support longer youth employment, including the Youth Job Leap Incentive and Youth Employment Strong Companies programme. However, these policies tend to focus more on how long a young person remains employed than on what kind of environment they experience during that period.<br>For first-time workers, employment contracts, probation periods, overtime rules and workplace safety may all be unfamiliar. Even when they encounter unfair treatment, they may assume that "this is just how workplaces are" and simply endure it. What is needed, therefore, is not another employment subsidy, but a mechanism that ensures young people do not disappear from the policy system's view the day after they are hired. |
| Policy Objective | FIRST 100 is not designed to make young people remain in one workplace at all costs. Its purpose is to help them settle into good workplaces and ensure that they do not have to endure problematic ones alone.<br>The first 100 days after entering a job would be established as a new |

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| | period of support within youth employment policy. At Day 7, Day 30 and Day 100, the programme would review employment contracts, wages and working hours, industrial safety, and workplace adjustment. If warning signs appear, the young worker would be connected directly to existing employment and labour services without having to search for the appropriate institution alone.<br>The programme would also move beyond evaluating success solely by length of employment. Remaining in a poor working environment for six months should not be treated as the same policy outcome as spending six months learning and developing in a healthy workplace.<br>Ultimately, FIRST 100 expands the goal of youth employment policy from "getting a job" to "starting a good first career." |
| Policy Design | **A. Eligibility and Delivery**<br>The programme targets young people aged 19 to 34 who are within the first 100 days of employment. During the pilot stage, priority would be given to young people entering their first job at workplaces with fewer than 50 employees.<br>Rather than developing a separate application, the programme would use Employment24, Korea's existing employment-service platform, to inform eligible users and allow them to participate voluntarily.<br>FIRST 100 operates through three checkpoints:<br>DAY 7 → DAY 30 → DAY 100<br><br>**B. DAY 7 — "My Employment Terms at a Glance"**<br>One week after starting work, the young employee first checks the conditions under which they agreed to work.<br>After entering the details of their employment contract or optionally uploading it, the programme provides a "My Employment Terms Card" summarising key information in plain language, including pay, working hours, break times, probation period, job responsibilities and overtime arrangements.<br>AI would be used only as a support tool to simplify complex wording. It would not independently determine whether the law has been violated. Where a potential issue is identified, the user would be directed to professional advice under an "AI guidance + expert judgement" model.<br><br>**C. DAY 30 — "3-Minute First-Job Safety Check"**<br>After one month, participants complete a short mobile self-assessment.<br>The check would examine whether the employee's actual duties match the contract, whether wages have been paid correctly, whether overtime is |

properly recorded, whether safety training and protective equipment have been provided, and whether the employee has experienced repeated verbal abuse or unreasonable instructions.
Results would be classified into three levels:
- GREEN: No significant warning signs
- YELLOW: Relevant information and recommended responses provided
- RED: Professional consultation may be required
A RED result would not automatically trigger a report to the employer or any external authority. The programme would follow the principle of "assessment → confidential consultation → individual choice → appropriate action", allowing young people to participate without fear of automatic escalation.

## D. Warning Signal — "FIRST 100 Safety Bridge"

Identifying a problem has limited value if the young worker is then told to find the appropriate institution alone.
FIRST 100 therefore connects users directly to the relevant existing service. Wage and working-hour issues would be linked to labour consultation services, industrial-safety concerns to the appropriate specialist bodies, and workplace-adjustment difficulties to employment centres or related services.
For young people who decide that continuing in the workplace is not realistic, the system would also provide a "Safe Transition" function connecting them to re-employment support.
If the workplace is good, the programme helps the young person stay. If it is not, it helps them move toward a better next job. That is the form of retention FIRST 100 aims to support.

## E. DAY 100 — "My First 100 Days Report"

On the 100th day of employment, the participant completes a final review and receives a "First 100 Days Report" summarising the results of the programme.
The report presents the status of employment-contract compliance, wages and working hours, industrial safety, job training and organisational adjustment in one view, while directing users to relevant counselling and support services where needed.
Individual responses and counselling records would not be disclosed to employers. However, where a sufficient number of responses are collected from the same workplace, anonymised statistics could be provided so that employers can identify recurring difficulties faced by new employees and make improvements.



▲Image for illustrative purposes: a young worker experiencing difficulties after starting their first job
(Source: Freepik, Creator: graphixchon)

| Stage | Key Activity | Support Provided |
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| DAY 7 | Review key employment-contract terms | "My Employment Terms Card" |
| DAY 30 | Self-check on labour rights, safety and workplace adjustment | GREEN / YELLOW / RED guidance |
| Safety Bridge | Referral when warning signs are identified | Labour advice, safety support, workplace adjustment and re-employment services |
| DAY 100 | Comprehensive review of the first 100 days | "First 100 Days Report" |
| Post-Programme | Analyse anonymised data | Employer improvement and stronger youth employment policy |

## F. New Performance Metric: Quality Retention Rate (Q-Retention)

FIRST 100 introduces Quality Retention Rate (Q-Retention) alongside conventional retention measures.

Rather than simply measuring whether a young worker remains employed for at least 100 days, Q-Retention also considers whether minimum standards relating to employment-contract compliance, wages, working hours and industrial safety were met during that period.

This would allow the government to assess youth employment programmes not only by asking "How long did they stay?", but also "What kind of environment did they stay in?"

As sufficient data accumulate, Q-Retention could also be considered as a reference indicator for existing employer-support programmes such as Youth Employment Strong Companies.

**Expected Policy**

FIRST 100 is designed to change more than a young person's first 100

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| Impact | days. It aims to change the way youth employment policy defines success.<br>First, young people entering the workforce would be able to understand their employment conditions and labour rights more clearly, allowing issues involving wages, working hours and workplace safety to be identified earlier. This represents a shift away from responding only after serious problems emerge and toward a more preventive model of labour policy.<br>Second, employers would gain anonymised information showing why young employees may be struggling to adjust. This could be particularly valuable for smaller workplaces without dedicated HR or labour-relations teams, helping them identify areas requiring improvement such as job training, working hours and safety management.<br>Third, the government could design youth employment policy using not only hiring numbers and retention periods, but also the quality of the jobs young people experience. Repeated problems within particular industries or types of workplace could also provide evidence for future employment, labour and industrial-safety policy.<br>Most importantly, leaving a job is not automatically a failure of policy under FIRST 100. If a workplace can be improved, the programme should help the employee settle in. If leaving is the better choice, support should continue through the transition to the next job. Young people do not need policies that simply tell them to endure longer; they need policies that help them build a good career over the long term.<br>It takes an average of 11.2 months to obtain a first job. If young people spend almost a year preparing for their first day at work, policy attention should not end with the job offer.<br>For some people, 100 days may seem ordinary. For someone taking their first step into working life, those 100 days can shape the direction of an entire career. FIRST 100 is designed so that, during that critical period, young people do not have to walk alone. |