
Notice on the Implementation of the Point-Based Selection System for Foreign Workers

August 2025

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The Ministry of Employment and Labor of the Republic of Korea and the Ministry of Foreign Affairs, Foreign Employment & Tourism of Sri Lanka jointly announce a **plan to implement the Employment Permit System and Point-Based Selection System for Foreign Worker.**

The Point-Based Selection System is designed to recruit foreign workers based on **a comprehensive assessment of individual capabilities including Korean proficiency, physical fitness**(those with color blindness and color weakness are ineligible, and those with herniated discs, amputated fingers, etc. may be excluded from final consideration based on the results of the Job Capacity Assessment), **skills, and job capacity.**

Candidates are screened down to **1.1 times the number of the recruitment quota** through **the 1st round** [Test of Proficiency in Korean (EPS-TOPIK) and assessing color vision deficiency] **based on their test scores among those surpassing the lowest score limits for different industries.**

Those who passed **the 1st round** are then screened through **the 2nd round** (Skills Test and Job Capacity Assessment). The final successful candidates are selected based on the combined scores of the 1st and 2nd rounds.

Those who pass the 1st round **must undergo the 2nd round** to become eligible for final consideration. **The Job Capacity Assessment** is performed only for those who have submitted the required documents, including **the confirmation of training experiences, the equivalent of a junior college diploma or higher, certificates of national qualifications, and confirmation of work experiences.**

As those with color vision deficiency (**color blindness and color weakness**) **are ineligible, individual applicants must check their color vision status** prior to the application for the 1st round of screening. Those who have passed the 1st round **may also be excluded from final consideration if assessed to be unqualified for specific industries by the judges in the 2nd round due to other physical conditions.**

August 2025

Supervised by: Ministry of Employment and Labor of the Republic of Korea

Executed by: Human Resources Development Service of Korea

**Supported by: Ministry of Foreign Affairs, Foreign employment & Tourism
of Sri Lanka,**

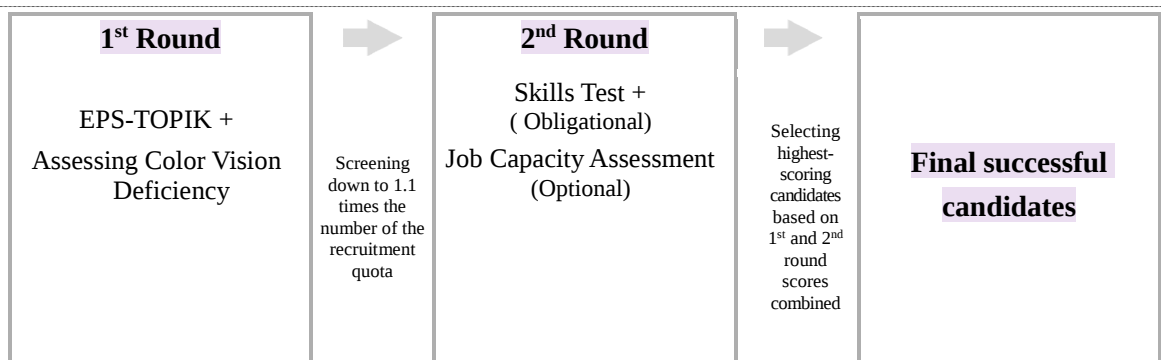
Sri Lanka Bureau of Foreign Employment

Overview of the Point-Based Selection System

Objective

- To help employers screen and recruit competent foreign workers by providing a wide range of information such as EPS-TOPIK and Skills Test results, training history, academic background, qualifications, and work experiences
- Even if the applicant's Korean proficiency is low, opportunities to be hired in Korea will be expanded if the applicant is assessed to be a diligent worker with outstanding skills and sufficient work experiences.

Procedures



Composition and Score Allocation

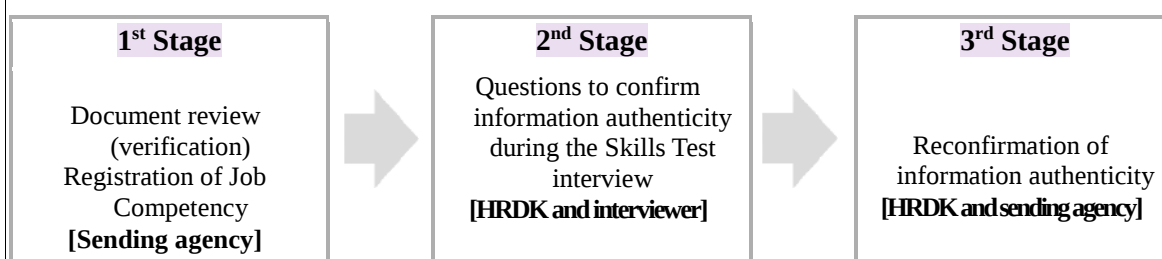
- Composition
 - (1st Round) 1st Round consists of EPS-TOPIK and assessing color vision deficiency. EPS-TOPIK consisting of 40 multiple-choice questions, with 20 questions each for reading and listening (50 minutes)
 - ※ Questions on the EPS-TOPIK will be based on the newly established standard textbooks.
 - (2nd Round) The Skills Test consists of physical fitness testing(hand strength and back strength), interviewing, and basic skills testing. The Job Capacity Assessment screens through the submitted documents for those with work experiences in relevant fields, those with training experiences ,those with equivalent of a junior college diploma or higher, those with national qualifications among candidates selected through the 1st round of screening.
- Score allocation and pass-fail criteria
 - (1st Round) To select highest-scoring applicants among those surpassing the lowest score limit for each industry to 1.1 times the number of the recruitment quota (including ties)
 - (2nd Round) To screen out those who score less than 60% of the perfect score in the SkillsTest

Industry	Score	1 st Round	2 nd Round	Job Capacity Assessment (additional points)				
				Total	Work experiences	Training	Academic background	Qualifications
Manufacturing, Fishery	200	100	100	5	2	1	1	1
					1*			

* Foreign workers(E-8) who have worked in Korea for over five months under the seasonal employment status will be granted additional points

❑ Penalties for Submission of False Documents

- If any submitted documents are proven to be false, the test results will be nullified. The applicant will also be prohibited from applying to the Employment Permit System for the following four years and be subject to legal action to be taken in consultation with the sending agency.



I Guidance on Tests

1. Timeline of the Point-Based Selection System

Notice	EPS-TOPIK (1 st Round)				Skills Test (2 nd Round)			Announce ment of Final Successful Candidates
	Application Submission	Announce ment of Date and Venue	Implementa tion	Announceme nt of Successful Candidates and Timeline for 2 nd Round	Document Submission	Announce ment of Date and Venue	Implementation (in combination with Job Capacity Assessment)	
Aug.18, 2025	Sep.15, 2025 ~ Sep.17, 2025	Oct. .3, 2025	Oct.15, 2025 ~ Mar.18, 2026	Mar. 30, 2026	Mar. 30, 2026 ~ Apr. 2, 2026	Apr. 8, 2026	Apr. 20, 2026 ~ Apr. 24, 2026	May. 4, 2026

* The above timeline is subject to change depending on the number of applicants and on-site conditions.

2. Recruitment Quota (Scheduled)

Industry	Recruitment Quota (scheduled)	Criteria for Final Selection
manufacturing	2,000	To select highest-scoring applicants based on the combined test results from the 1 st and 2 nd rounds of screening to reach the preset recruitment quota for each industry ※ Including ties and excluding those with color vision deficiency
Fishery	500	

* If the number of final successful candidates falls short of the preset recruitment quota, the screening process may be conducted again.

3. Industries for Application

A. Applicants to the Point-Based Selection System **must select either the Manufacturing industry or the fishery industry at the time of application submission.**

Industry	Table of detailed job descriptions
Manufacturing	-Manufacture of food products -Recovery of non-metal waste -Manufacture of tobacco products -Manufacture of textiles, except apparel -Manufacture of wearing apparel, clothing accessories and fur articles -Manufacture of leather, luggage and footwear -Manufacture of wood and of products of wood and cork; except furniture -Manufacture of pulp, paper and paper products -Printing and reproduction of recorded media -Manufacture of coke, briquettes and refined petroleum products -Manufacture of chemicals and chemical products; except pharmaceuticals and medicinal chemicals -Manufacture of pharmaceuticals, medicinal chemical and botanical products -Manufacture of rubber and plastics products -Manufacture of other non-metallic mineral products -Manufacture of basic metals -Manufacture of fabricated metal products, except machinery and furniture -Manufacture of electronic components, computer; visual, sounding and communication equipment -Manufacture of medical, precision and optical instruments, watches and clocks -Manufacture of electrical equipment -Manufacture of motor vehicles, trailers and semitrailers -Manufacture of parts and accessories for motor vehicles(new products) -Manufacture of other transport equipment -Building of ships and boats -Manufacture of furniture -Other manufacturing -Maintenance and repair services of industrial machinery and equipment -Dismantling and sorting recoverable materials; materials recovery -Dismantling and sorting and recovering metal wasted -Dismantling and sorting metal waste -Recovery of metal waste -Dismantling, sorting and recovering non- metal waste -Dismantling and Sorting non-metal waste -Manufacture of beverages
Fishery	-Aquaculture -Littoral fishing -Extraction of salt

B. The selected industry cannot be changed after passing the 1st round of screening.

C. Each applicant is permitted to submit only one application.

4. Applicant Eligibility

A. Those aged 18-39 (born between 9. 15, 1985 and 9.14, 2007)

B. Those with no criminal record of imprisonment or heavier legal punishment

C. Those with no history of forced deportation or departure from Korea

D. Those with no reasons for a travel ban

E. Those with no condition of color blindness or color weakness

* Those who have suffered a herniated disc, finger amputation, etc., may apply but will be thoroughly assessed in the 2nd round of screening for their job capacity.

F. Those with no experience of staying in Korea for five years or longer with an E-9 visa (employed in non-professional occupations) or E-10 visa (employed as maritime crew)

* The period of stay in Korea must be marked on the application form.

* Those with an experience of staying in Korea for five years or longer with the abovementioned visas are not eligible for application to EPS-TOPIK.

* **Six years for those who have been granted an extension of the period of employment activities pursuant to Article 18-2 (2) of the Act on the Employment of Foreign Workers**

5. Submission of Applications to the Point-Based Selection System

Note -Please visit official website of SLBFE (www.slbfe.lk) on 04.09.2025 for the instructions on completing the applications

A. Submission period: 9.15.(Mon.)-9.17. (Wed.), 2025

B. Submission to: Sending agency(SLBFE)

C. Channels: Sending agency website or offline visit

D. Required documents

1) **Application form** (distributed at the sending agency)

- **The test application number is printed on each application form**, and each applicant is allowed to take only one application form.
- If corrections have to be made, use white-out and overwrite.

2) **One copy of passport**

- If any of personal information included in the application form varies from that on the passport, entry will not be permitted. Applicants are fully responsible for ensuring that all information is consistent and are advised to have passports issued prior to application from submission.
- The spelling of the English name, date of birth, sex and photo included in the application form will be issued for job applications in Korea for those who pass the screening rounds and cannot be changed.
- 600 Pixels, Capacity of 100KB or smaller.
- Passport should be valid at least 03 months from the date of apply

3) **File of a scanned passport photo (3.5 x 4.5cm)** taken against a white background within the last six months

- The photo must be able to ensure identity verification for the applicant to qualify for application.
- JPG format only; capacity of no more than 15KB; 100-300 pixels

4) **Application fee payment slip**

E. Application fee: USD 28 (Sri Lanka Rupees 8428.48)

- The application fees will be refunded for applicants with inevitable reasons if their applications are withdrawn within the submission period (reapplication not permitted once the application is withdrawn).

6. Test Venue and Announcement of Test Dates

A. Venue: Sri Lanka UBT Test Venue

* As of the date of this announcement, the test venue is still under construction, The specific location will be notified in due course.

B. Announcement of test requirements: 10. 3. (Fri.), 2025

C. Test dates for individual applicants announced via

- 1) Sending agency website and the bulletin
- 2) EPS-TOPIK website for the Employment Permit System(epstopik.hrdkorea.or.kr)

II EPS-TOPIK (1st Round)

1. Period (TBD): 10.15.(Mon),2025 ~ 3. 18.(Wed),2026

* The test period is subject to change depending on on-site conditions. The test dates for individual applicants will be announced as explained above.

2. Method: UBT(refer to manual)

The UBT manual will be published on 04th September 2025 at www.slbfe.lk

3. Test schedule

Test Session	Handover of test materials and examiner's meeting	Applicant Orientation	Duration	
			Reading (25 minutes)	Listening (25 minutes)
1 st session	08:50-09:00	09:00-09:30	09:30-09:55	09:55-10:20
2 nd session	10:20-10:30	10:30-11:00	11:00-11:25	11:25-11:50
3 rd session	12:50-13:00	13:00-13:30	13:30-13:55	13:55-14:20
4 th session	14:20-14:30	14:30-15:00	15:00-15:25	15:25-15:50

* All applicants must arrive at the exact test venue by the designated time (09:00, 10:30, 13:00, or 14:30 for each session) for orientation.

* The test period and the number of test sessions per day are subject to change.

4. Overview

Category	Number of Questions	Total Duration	Total Points
Reading	20	50 minutes	Perfect score of 100
Listening	20		
Total	40		

* The number of questions and duration are subject to change.

A. Composition and pass-fail criteria

- **(Composition)** 1) Multiple-choice question-solving and 2) reading/listening conducted without break, with 3) assessing color vision deficiency
- **(Pass-Fail Criteria)** Highest-scoring candidates selected at 1.1 times the number of the recruitment quota among those surpassing the lowest score limits of different industries

B. Make sure to bring the test application slip and passport, Competency documents(Copy) on the day of test.

- Bring the passport, of which a copy was submitted with the application form.
- Those who fail to present the proper passport will not be admitted into the test venue.

5. Required Documents for Job Capacity Assessment

A. Targets: Applicants who score above the minimum passing score for each industry on the day of the EPS-TOPIK test are eligible to submit documents related to job experience, training, academic background, and qualifications relevant to the industry

- * Those without any training, academic background, national qualifications, work experiences, etc., are not subject to this requirement.

B. Submitted to: EPS-TOIK test room or Test site will be in a separate location

C. Required documents

- 1) Passport and EPS-TOPIK application slip
- 2) Job Capacity Assessment application form (To be provided at a separate registration desk near the test room or test site)
- 3) Evidential documents for Job Capacity Assessment **(copies to be submitted and originals to be brought on the day of the test)**

Category	Documents	Details	Note
Common (Required)	Application form [Attached 3-1]	-Basic Information(Application No, Industry, Job Competency, Personal Info.)	-To be completed either in advance or on-site
Work experiences	Certificate of Work Experiences	-Basic Information(Personal Info.) -Responsibilities, Employment Period, Issuing Organization(Workplace), Official Seal(Signature)	-In cases where issuance by the workplace is necessary, please utilize the form [Attached 3-2]
Vocational training experiences	Certificate of course completion at a vocational training institution	-Basic Information(Personal Info.) -Training Field, Training Hours(Period), Training Course Name, Official Seal(Signature)	-Certificate of Completion may be used as a substitute -The training course name may be omitted
Academic background	Certificate of (expected) graduation, certificate of an academic degree	-Basic Information(Personal Info.) -Major(Department, Faculty), Graduation date(Expected), Degree, Official Seal(Signature)	-Degree certificate may be substituted -The degree field may be omitted
National qualifications	National qualification certificate	-Basic Information(Personal Info.) -Qualification name, Date obtained, Qualification level, Official Seal(Signature)	-Certificate of Qualification Acquisition may be substituted -The qualification level may be omitted

* If any submitted documents are proven to be false, the test results will be nullified. The applicant will also be prohibited from applying to the Employment Permit System for the following 4 years and be subject to legal action to be taken in consultation with the sending agency.

Unrecognized Work Experiences, Qualifications, and Training, Academic Background)

- 1) **(Work Experiences)** Even if the applicant's work experiences involve activities in relevant fields(manufacturing, construction, agriculture/livestock, and fishery), they will not be recognized as job capacity if they are simple sales, business administration(accounting, personnel affairs, etc.), education, engagement as a public official or public institution staff member (excluding technique- or skill-related job series), engagement in the service industry(cooking, gas stations, restaurants, hairdressing, etc.). However, work experiences in education will be recognized if the respective applicant has engaged in education related to industry-specific techniques/skills.

Example) Experience as a professor(teacher) for hands-on machining at a vocational training institution

- 2) **(Training, Academic)** Training courses or academic background with purposes unrelated to industry-specific job tasks are not recognized.

Example) Courses for care workers, accounting staff, management executives, etc.

Example) Majors unrelated to manufacturing such as medical science, physical education, nursing, accounting, etc.

- 3) **(Qualifications)** Qualifications(licenses) unrelated to industry-specific job tasks are not recognized.

Example) Driver's licenses, language certificates, professional licenses(physician, pharmacist, attorney, etc.), service provider licenses(cooking, hairdressing, etc.), academic degrees, etc.

6. Announcement of Successful Candidates from the 1st Round (Eligible for the 2nd Round)

A. Date:3. 30.(Mon), 2026

B. Channels

- 1) Sending agency bulletin
- 2) English website of the Employment Permit System (eps.go. kr)
- 3) EPS-TOPIK website for the Employment Permit System (epstopik.hrdkorea.or. kr)

C. Test results to be checked on the English website of the Employment Permit System (eps. go. kr)

III Skills Test (2nd Round)

1. Announcement of Test Schedule and Details

A. Date: 4.8. (Wed.), 2026

B. Channels: Sending agency website and bulletin

2. Skills Test and Job Capacity Assessment

A. Test period (scheduled): 4.20. (Mon.)-4.24.(Fri.), 2026

Session	Preliminary meeting and preparations	Applicant Orientation (30 minutes)	Test Duration (3 hours)	Scoring
1 st session	08:00-08:30	08:30-09:00	09:00-12:00	12:00-12:30
2 nd session	-	12:30-13:00	13:00-16:00	16:00-17:00

* The designated test date and venue cannot be changed. Those who arrive after the designated entry time will not be admitted into the test venue.

* The document review for the Job Capacity Assessment is performed during the Skills Test.

B. Composition and score allocation

- **(Composition)** Physical Fitness Test (Strength and Cardio), interview, and basic skills (Common and Specialized)

- **(Score allocation)**

Industry	Total	Skills Test			Job Competency Test			
		Physical	Interview	Basic Skills	Work experience	Training	Academic Background	Qualifications
Manufacturing, fishery	105	30	30	40	2(1)	1	1	1

III

Announcement of Final Successful Candidates

1. Date **(TBD):5.4. (Mon.), 2026**

2. Channels

- 1) Sending agency website
- 2) Website of the Employment Permit System (eps.go.kr)
- 3) EPS-TOPIK website for the Employment Permit System (epstopik.hrdkorea.or.kr)

3. How to check test results: Website of the Employment Permit System (eps.go.kr)

4. Period of validity of final successful candidate status: 2 years from the date of announcement

IV

Notes

1. Those with color blindness and color weakness are ineligible. Those with herniated discs, amputated fingers, etc., will be assessed in the 2nd round of screening for job capacity and excluded from final consideration if deemed incapable of performing job tasks.
2. Smart phones, smart watches, Bluetooth earphones, and other devices that may support cheating cannot be brought into the test venue. **The possession or use of telecommunications devices on site will be considered a fraudulent act.**
3. If the applicant is found to have engaged in a fraudulent act or have submitted **forged documents for the Job Capacity Assessment**, the applicant's test results will be nullified, and the applicant will be prohibited from applying to the Employment Permit System for **the following four years.**

4. If the information (especially the English name and date of birth) included in the EPS-TOPIK application form is **inconsistent with that on the passport**, the respective applicant, even if the applicant passes the screening rounds, will not be allowed to be included in the job seekers' roster or **enter Korea**.
5. The Certificate of Work Experiences (or Confirmation of Factual Grounds of Work Experiences) will not be recognized as evidence if the name, contact information, signature, and other important items of personal information of the issuer/surety are omitted (to be nullified).

- ◆ (Job Seekers' Roster) Final successful candidates are qualified to be included in the job seekers' roster, but this does not guarantee their employment in Korea.
- ◆ (Medical Checkup) Those restricted from employment in Korea (failure to pass the medical checkup criteria, history of illegal stay in Korea, etc.) are not eligible to be selected as job seekers.
- ◆ (Drug Testing) Those who test positive for drugs after entry may be returned to their countries.
- ◆ (Application Eligibility) Those who have stayed in Korea for five years or longer on an E-9 or E-10 visa are not eligible for application to EPS-TOPIK.
- ◆ (Fraudulent Acts) Measures to detect and punish fraudulent applicants and illegal proxies are being reinforced. Those who gain employment in Korea through fraudulent acts are subject to legal actions by the law enforcement authorities.

List of basic skill test by industry

Industry	No	Name of Subject	Note
All	-	Insert Pins	Common task
Manufacturing Service I	1	Joint Connection	Industry Specialized task
	2	Measure and Cutting	
	3	Pipe Volting	
	4	Using Grinder	
	5	Product Packaging	
	6	Pallet Loading	
Agriculture & Livestocks	1	Using a grass eliminator	
	2	Crop Sowing	
	3	Fence Install	
	4	Product Packaging	
	5	Measuring and Blending	
	6	Using a Wheelbarrow	
Construction	1	Assembling Rebar	
	2	Pipe scaffold install/dismantle	
	3	Using Grinder	
	4	Pipe Volting	
	5	Wire Connection	
Fishery	1	Rope Arrangement and Knots	
	2	Catch and Classification sowing	
	3	Using a Wheelbarrow	
Shipbuilding	1	Using Grinder	
	2	Pipe Volting	
	3	Cable Binding	
Mining	1	Assembling Rebar	

Industry	No	Name of Subject	Note
	2	Pipe Volting	
	3	Wire Connection	
Forestry	1	Using a grass eliminator	
	2	Measure and Cutting	
	3	Rope Arrangement and Knots	
	4	Pipe Volting	

Job Competency Assessment Application Form

I acknowledge that I am responsible for any civil or criminal liability in the event that the submitted documents related to my job competency are forged.

※ If forged documents are submitted, you will be disqualified from taking the test for 4 years including the current test.

To be completed by the applicant			
EPS-TOPIK application No.		0012025C50800001	
Industry (Check applicable field)	☐ Manufacturing ☐ Agriculture & Livestock ☐ Construction ☐ Fishery ☐ Service I ☐ Service II ☐ Shipbuilding ☐ Forestry ☐ Mining		
Contact		Date	20 . . .
Name	(Signature)		

※ Only applicable if you are working within the industry category selected above.

To be completed by the applicant		Confirmation by Sending Agency	
Type	☐ Experience(1 year or more)	☐ True(T)	☐ False(F)
	☐ Training(120 hours or more)	☐ True(T)	☐ False(F)
	☐ Academic(Graduated or expected to graduate from a college or higher)	☐ True(T)	☐ False(F)
	☐ Qualifications(1 or more)	☐ True(T)	☐ False(F)

※ Check applicable boxes based on job relevance and supporting documents

Sending Agency Name (Signature)

Proctor Name (Signature)

Certificate of Work Experience

Identification Information			
EPS-TOPIK application No.		0012025C50800001	
Nationality		Passport(ID) No.	
Name			
Contact		E-mail	
Certification	Employment Period (YY.MM.DD~YY.MM.DD)	Position	Details of Job Responsibilities (Provided in detail)
	Total Employment Period	-- Years-- Months	

This certificate of work experience is issued to verify the applicant's work history necessary for the Point System under the MOU between Korea and [Nationality]. We certify that the above-stated facts are true and submit this document for that purpose.

We understand that false information (forgery, falsification, etc.) will be subject to verification.

Date : YYYY. MM. DD

Name of Issuer

(Signature)

I certify that the above statement is true and accurate.

Date of Issue

YYYY. MM. DD.

Company
Name

Representative

(Official Seal or Signature)

Recipient	
Department	
Position	
Contact	
Name	(Signature)

Dear President of the Human Resources Development Service of Korea (HRD Korea)

- ※ Can be used only if issued by a company (institution) with which employment is/was maintained.
- ※ If multiple companies (institution), submit one certificate per employer.
- ※ If information is already entered into EPS system, Korea work certificate may be replaced.