

Social Value Impact Report 2020

Contents

03

Preface

04

Summary

05

Creating Social Value in 2020 with
Crowdsourcing Platform 'aiworks' for Collecting
and Labeling AI Data

06

Increasing Hiring Opportunities for
Disadvantaged People as a Social Enterprise
and a Standard Workplace for Persons with
Disabilities

07

Driving Continuous Expansion of Hiring
Opportunities and Establishment of Job Training
System for the Disabled in a New Perspective

08

Providing a Substantial Expansion of Education
Services to a Variety of Social Classes

09

Showcasing Major Tasks and Projects

15

Closing

16

Appendix

**Social Value
Impact Report 2020**

Preface

Foreword



Dale Yoon
Founder & CEO | Testworks

The world is witnessing a series of unprecedented changes. The unexpected arrival of COVID-19 and its spread has triggered a world-wide recession and a crisis in job markets. It was truly an unexpected turn of events in the era of the 4th industrial revolution centering on AI. However, some people and companies decided to grow together by leading the efforts to overcome this crisis.

Testworks is one of those companies—growing through the hard times with the combined effort of its employer and employees, while staying true to its foundation philosophy of becoming a company that creates social values. All of the staff at Testworks will remember 2020 as the year we began creating social values by digitally embracing and overcoming the unique challenge of the year.

In 2020, Testworks became a part of the ‘Data Dam’ project, which was initiated by the Korean governments as its digital new deal project, while carrying out a variety of projects for private sector. These projects were aimed to include many different social groups in productive activities so that they become productive members of our digital society and leap the benefits from it. Their ultimate goal is to create social value and solve employment problems by increasing digital accessibility and continuously hiring people from all kinds of backgrounds.

We focus on running training programs designed for those who handle data for AI, both directly and indirectly. These programs utilize our platform and tools so that the disabled, women on a career break, youths, and seniors can participate online and give them an opportunity to get a new job such as data labeling jobs, data reviewing jobs, and data managing jobs.

Since its foundation in 2015, Testworks stayed true to its foundation philosophy, trusting its quality and technology and embracing diversity by discovering people who are talented in new disciplines and providing fair opportunities to them. It also pioneered new paradigms in career opportunities and was nominated as one of the three leading companies in Data · Network · AI by the Ministry of Science and ICT in May last year.

This year, it participated in the 34th Information Culture Celebration Month hosted by the Ministry of Science and ICT in June and awarded by the Korean president for the contribution to creating inclusive employment opportunities by constructing AI dataset for solving social problems, training data experts, and running career programs.

Testworks wants to be a company that makes efforts to overcome these hard times, prove business sustainability and growth based on technological advances, and create social value.

Summary

Executive Summary

Testworks has been creating new types of digital jobs ideal in this COVID-19-triggered contactless society, which can be accessed and done by anyone at anywhere with PC or mobile phone, and providing rewards in digital environments using its proprietary platform, 'aiworks'. In addition, it has been expanding its services by drawing attention from the platform members who have been receiving its digital rewards and connecting their attention to online volunteer jobs to create more social values.

Testworks is a social venture company that pursues creating social value through IT-driven innovation. It creates new job opportunities by discovering hidden talents from people with developmental disabilities and hearing loss in the AI data market, which is the core of the 4th industrial revolution, and achieving social and economic values all at the same time.

Testworks founded DataQ, its affiliation company, to provide the disabled with more accommodating organizational structures and working environments. With this affiliation, it was able to be certified as a standard workplace for persons with disabilities and supported by the local government agencies to more effectively contribute to creating new job opportunities. Testworks's employment for the disabled is becoming a sustainable employment model with the establishment of systematic training and career planning. As of the end of 2020, we have 19 disabled employees whose service period is 2 years on average, and our employees' retirement rate is 0%.

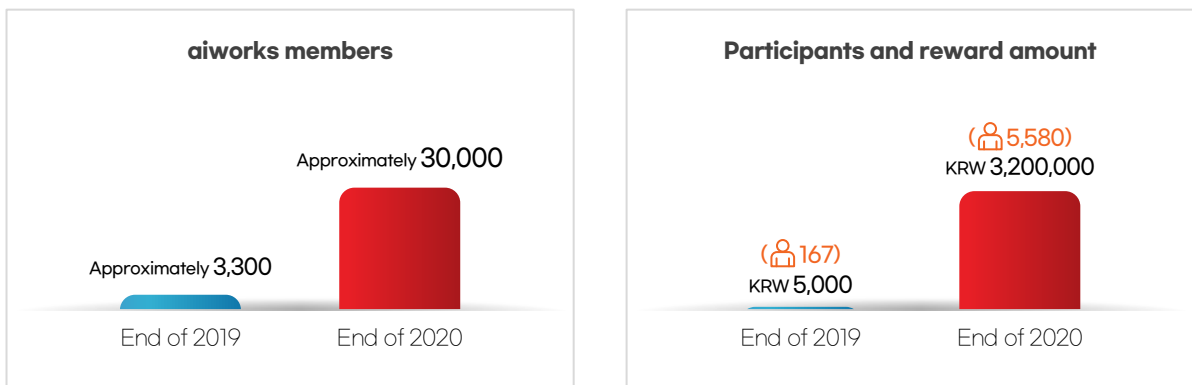
We also provide both direct and indirect training services for a variety of social classes. We are running a training center with ICT facilities to provide high-quality training services. This center also offers a robust list of contactless online training sessions. The social value of these training services translates to KRW 560 million in 2020.

Testworks has also been participating in major projects related to creating social value as it is interested in technological advances that can be used to solve social problems and inclusive employment. In 2019 and 2020, we participated in an AI data construct project that can help employees with visually impaired or hearing impaired who work under private companies or government agencies.

1. Creating Social Value in 2020 with Crowdsourcing Platform 'aiworks' for Collecting and Labeling AI Data

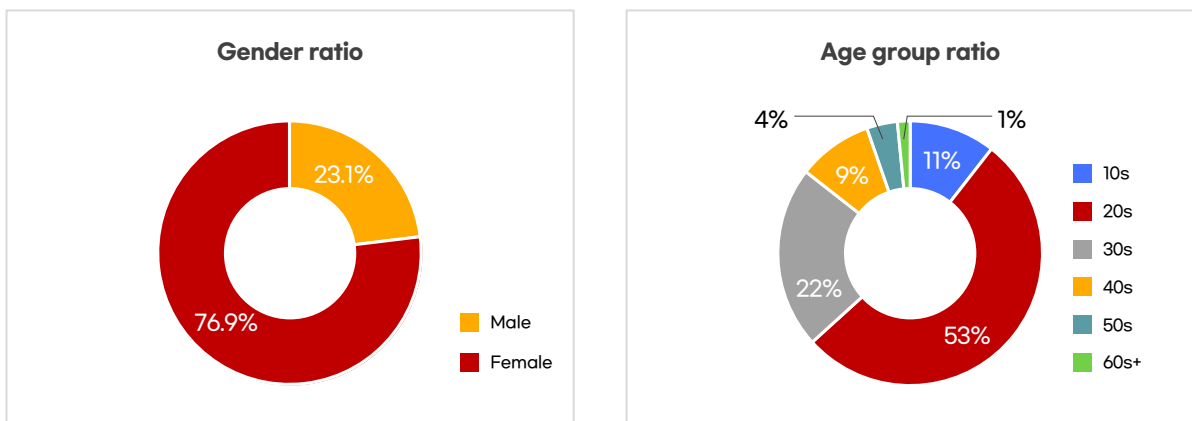
Testworks creates and performs a variety of data collection and processing projects on the aiworks platform while creating new types of digital jobs in the employment market exacerbated by the COVID-19 pandemic.

aiworks provides jobs that are ideal under the pandemic since it offers digital rewards that can be earned by anyone participating online in projects through their PC or mobile phone at anytime, anywhere without limitations to their prior working experience, gender, or age. The students and members of aiworks also show interest in solving social problems by participating in online volunteer jobs provided through the platform.



[Figure 1] aiworks members, total reward distributed, and participants

The number of aiworks members has skyrocketed with the launch of a large-scale document summarization project, a viral campaign, and a referral promotion, reaching 30,000 at the end of 2020 with a total of 5,580 members actively participating in projects.

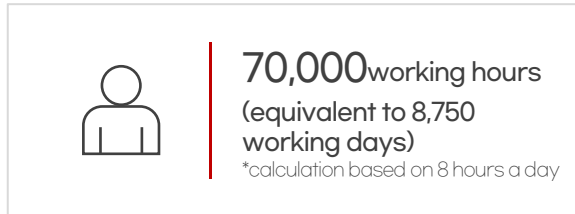


[Figure 2] The state of aiworks membership (as of 2020)

The number of female members are significantly higher than that of male members: Approximately 77% of aiworks members are female. Housewives and women on a career break have a hard time finding appropriate jobs. The online jobs of aiworks became the driving force for them to get back to work.

The age breakdown shows approximately 86% of the members are in their 10s, 20s, or 30s. Members in their 20s consist more than half of this number.

To reflect this insight, Testworks began to improve the platform, partnership, and training programs in its efforts to provide more accessibility to senior members.



[Figure 3] Number of jobs created by aiworks in 2020

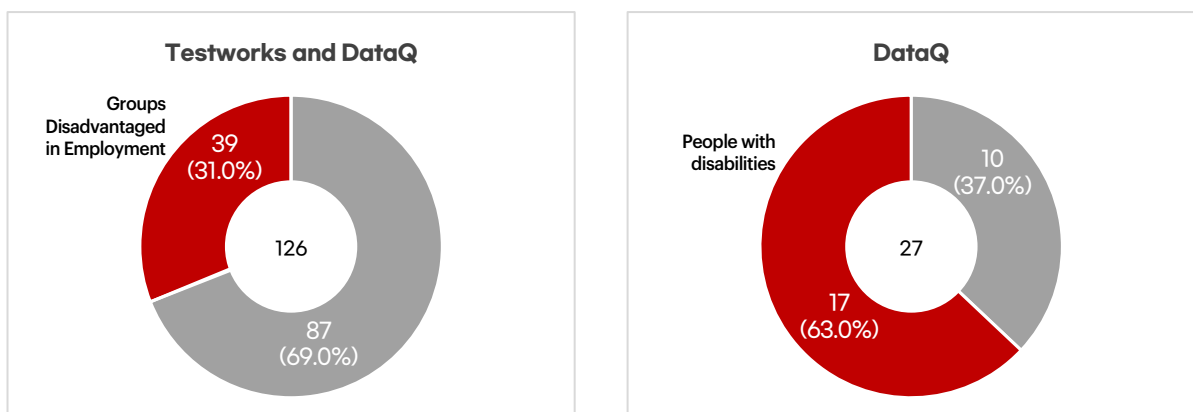
Category	2019	2020
Hours of volunteer work	266 hours	1,818 hours
Number of volunteers	72	460

[Figure 4] State of aiworks's volunteer jobs during 2019-2020

460 members participated in the volunteer jobs offered by aiworks for the first time in 2020, each of them spending approximately 4 hours on average. The total hours they spent on volunteer jobs is 1,818 hours. Testworks is planning to increase the number of volunteer jobs available to bring focus to more social problems.

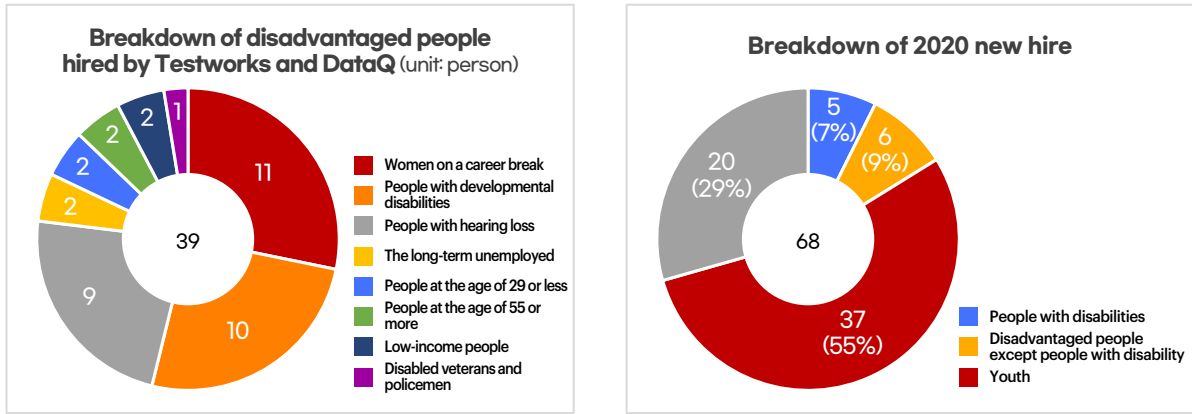
2. Increasing Hiring Opportunities for Disadvantaged People as a Social Enterprise and a Standard Workplace for Persons with Disabilities

2020 can be summarized as the year that Testworks and DataQ walked together to set the path to achieve social and economic values. DataQ, a new affiliation of Testworks, has been certified as a standard workplace for persons with disabilities to accommodate a better working environment and provide organizational structure for the disabled. This affiliation is supported by the central government and local governing bodies to effectively create job opportunities for the disabled. In 2021, Testworks and DataQ are working to establish business models and social value models that fit their unique positions and both companies will grow into a single community basically sharing their social missions together.



[Figure 5] Number of employees of Testworks and DataQ at the end of 2020

Testworks and DataQ hired 39 disadvantaged people (increased by 6 from the previous year) making up 31% of the entire workforce at the end of 2020.



[Figure 6] Breakdown of employees of Testworks and DataQ at the end of 2020

As a social company, Testworks hired a total of 22 disadvantaged people, including 11 women on a career break and 2 people with hearing loss. This adds up to 22% of the entire workforce, exceeding the status quo employment ratio of 20% for qualification as a mixed social company. As a standard workplace for persons with disabilities, DataQ hires 10 people with developmental disabilities and 7 people with hearing loss. This adds up to 63% of the entire workforce, which is more than double the status quo employment ratio (30% of full-time employees) for qualification as a standard workplace for the disabled. In addition, from the 39 disadvantaged people working for Testworks, 11 were newly hired in 2020 and their number consists 16% of all employees hired by Testworks and DataQ in 2020.

The ratio of hiring disadvantaged people went down from 43% (in 2019) to 31% (at the end of 2020), but most of the newly hired employees in 2020 were younger than 34 years old. People under 29 who completed the job success package are considered as disadvantaged people, but people younger than 34 years old are usually not considered disadvantaged people. However, as the people younger than 34 years old are the age group who suffer from COVID-19 the most, the government is preparing policies and campaigns to support these people. For this reason, offering job opportunities to these people is considered an act of creating social value.

3. Driving Continuous Expansion of Hiring Opportunities and Establishment of Job Training System for the Disabled in a New Perspective

Here is the breakdown of hiring disabled people within AI data sector, from training to actual hiring. Testworks and DataQ newly built a recruitment system not only to provide job and self-improvement opportunities to people with disabilities by offering them new job trainings but also to sustain the hiring objectives as long as possible. We verified the job performance of the people with disabilities during the hands-on training sessions during our step-by-step recruitment process, hired them as interns for 3 months, and converted them into full-time employees after final review.

The number of the people with disabilities working with us at the end of 2020 was 28. 19 of them were full-time employees, 7 of them daily workers, and 2 of them interns. In 2021, 5 of the 7 daily workers are converted into full-time employees and 1 converted into a contract worker. 1 of the 2 interns was turned into a full-time employee and the other into a contract worker.

Category	2017	2018	2019	2020	Total
Full-time employee	2	3	9	5	19
Daily worker				7	7
Intern				2	2
Total	2	3	9	14	28

[Figure 7] Year of employment for our employees with disabilities at the end of 2020

The year of employment breakdown indicates that the employment has been increasing since 2017, spiking up in 2019 through 2020. This is due to the fact that in 2019, DataQ, as a standard workplace for persons with disabilities, began systemically managing the interview, training, and recruitment of the people with disabilities.

We also hired a social worker to support and manage our employees with disabilities. In addition, we regularly invite professional counselors for the people with developmental disabilities from outside to interview our employees. We check their work performance and mental status so that we can intervene when intervention is needed. The average years of employment for our 19 employees with disabilities in 2020 is 2 years, and none of them have ever left us as of the end of 2020.

Aside from our current employees with disabilities shown in the table above, we also hired 104 people with hearing loss (65 for Testworks, 39 for our partners) to record the sign languages needed for NIA's project to construct sign language video data for AI in 2020.



Since 2019, we are systematically managing the state of the disabled people's training. In 2019, 24 were trained and 9 hired while 34 trained and 13 hired in 2020. The acceptance ratio stayed the same at 38%. Also, we are utilizing our position as a standard workplace for persons with disabilities to allow companies that need to pay their share of mandatory disabled employment levy reduce their share by chain hiring.

[Figure 8] Disabled people trained and hired after training

4. Providing a Substantial Expansion of Education Services to a Variety of Social Classes

Testworks offers training services to various social classes including women on a career break and seniors. As of 2020, we increased the amount of training hours to approximately 19,000 hours utilizing the fund granted by National Information Society Agency (NIA) using the ICT training project for disadvantaged people and other donations. We also provided a total of 5,000 hours in data labeling and software testing job trainings targeting women on a career break at the Dongbu, Eunpyeong, Nowon, and Seocho branches of Women's New Career Center. This was a huge step up in training hours when compared to 1,320 hours in 2019.

Category	Total training hours		Number of participants		Number of graduates		Graduation percentage (%)	
	2019	2020	2019	2020	2019	2020	2019	2020
People with disabilities	1,684	7,408	20	39	18	34	90.0	87.2
Women on a career break	1,320	9,480	124	232	124	222	100.0	95.7
Marriage immigrants		1,300		13		7		53.8
Farmers and fishermen		480		6		6		100
Total	3,004	18,668	144	290	142	269	98.6	92.8

[Figure 9] State of training services

In 2020, Testworks provided training services worth KRW 560 million in social value. This was calculated by multiplying 19,000 hours (total number of training hours provided by us) by KRW 30,000 (average cost for 1 hour of testing session).

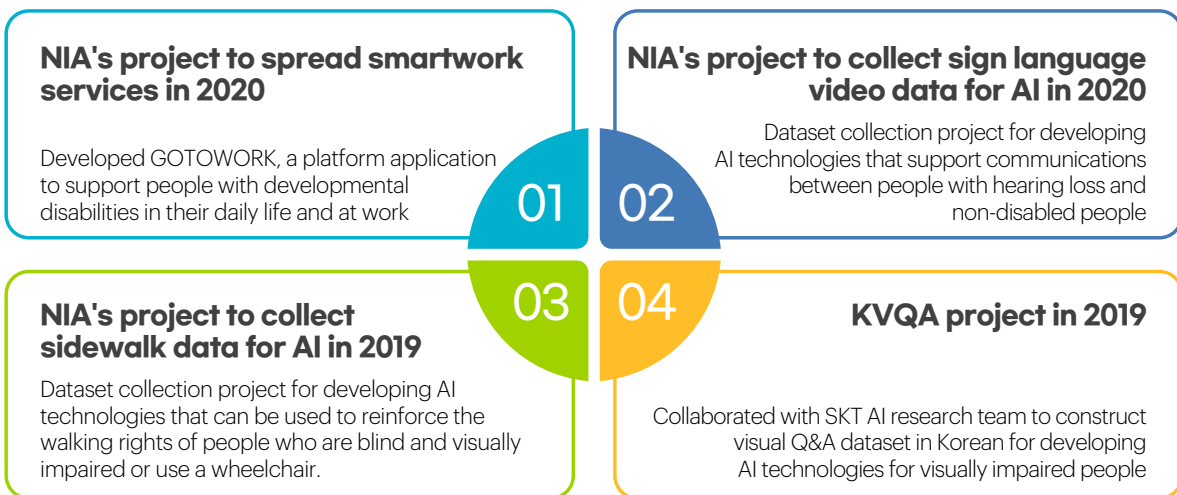
Furthermore, we're running ICT training facilities within our premises to maintain the highest training quality and level of quarantine rules.



[Figure 10] Testworks's training center

5. Showcasing Major Tasks and Projects

As a social company, Testworks has great interest in solving social problems using AI and IT, and has been discovering, planning, and running new businesses and projects for government agencies and private companies. During 2019 and 2020, we participated in the following business tasks and projects directly linked to creating social value.



[Figure 11] Major tasks and projects

1) Developed GOTOWORK, a platform application to support people with developmental disabilities in daily life and at work

In March 2017, Testworks launched an AI data processing business for the first time in Korea and hired people with developmental disabilities for their unique concentration, attention to details, and diligence. For people with developmental disabilities, we created job opportunities in the AI data sector of the IT industry and have been trying to provide them with an equal opportunity and expand their hiring window.

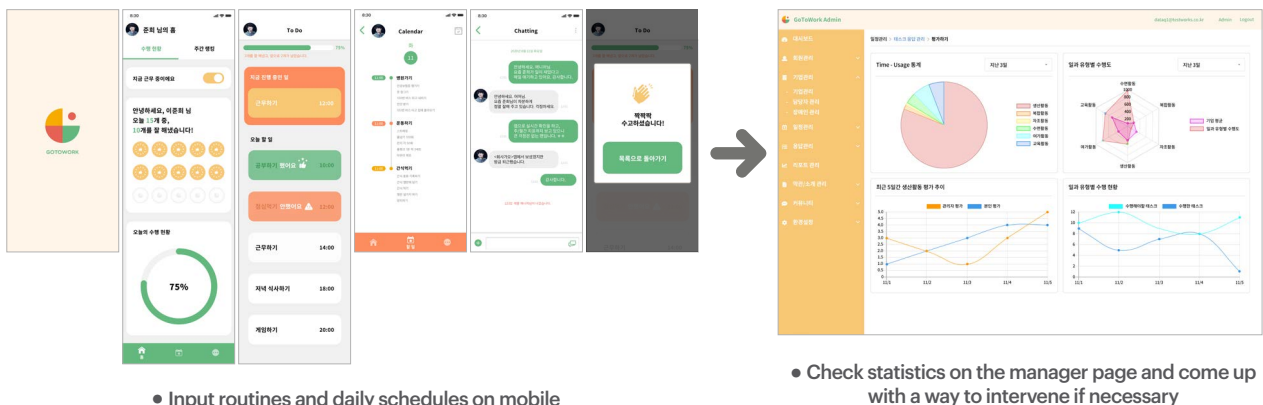
The strengths of people with developmental disabilities were obvious, but setting up a working environment where they work with non-disabled people was difficult and we had to go through many trials and errors. We accumulated experience and know-hows dealing with people with developmental disabilities while looking for ways to keep them at work longer in many parts of their working experience including casual conversations, business communications, and quality control. We found out that they prefer communicating in writing, show better performance when their work is routine-based, and are good at utilizing mobile apps. We also discovered many other qualities in them and have been reflecting those findings to our workplace and working process for the last four years.

These insights led the development of the GOTOWORK app, which can be used by people with disabilities, their guardians, and the employers to grow together. This service platform was able to be born as a result of a project to spread smartwork services by NIA in 2020.

The pain point we found out for each user as we were planning to develop the GOTOWORK app are as follows:

Many people with developmental disabilities were having difficulties in person-to-person communication and daily activities such as sleeping, eating, and enjoying free time as well as disciplining and managing themselves. On the other hand, businesses were worried about uneven work performance and increased time and money investment to manage people of developmental disabilities. The guardians were not an exception. They were facing a lot of problems as well. These include financial pressure to take care of them when they are not making money, difficulties in checking objective data regarding their child's development status, difficulties in obtaining hiring information, and difficulties in monitoring them when they are outside.

We collected these pain points and reflected them in our mobile app, GOTOWORK, which can be used to manage their work and daily life and share information so that they have more chances to be hired and solve their pain points. There is one thing that needs special attention: We developed service flows with 16 criteria and modeled them to seamlessly incorporate into daily schedules and routines. This was possible by studying overseas cases and receiving a consulting service from Seok-yeon Ji, an expert in behavioral development.



[Figure 12] GOTOWORK's service flow

The GOTOWORK system will be used as a tool to expand job opportunities for people with developmental disabilities by providing the system to domestic companies that hire the disabled, after a short period of system stabilization. The long-term goal will be making the platform a useful tool for people with developmental disabilities in their full life cycle by adding more advanced features.

2) NIA's project to construct sign language video data for AI in order to enable deaf people⁽¹⁾ and hearing people⁽²⁾ communicate each other based on AI technologies/services.

From May 2020 to December 2020, Testworks led a project commissioned by National Information Society Agency (NIA). This project was to collect and establish sign language video data for AI, which is part of constructing data for machine learning in 2020.

A total of 316 people from participating companies, including 104 people with hearing loss, worked for this project and 264 of them were temporarily hired by Testworks, which is equal to hiring 12 people (2 people with hearing loss) as full-time employees for a year.

⁽¹⁾ Deaf people mean people who cannot communicate with others with or without hearing aids (excerpt from the special education dictionary published by Korea National Institute for Special Education, 2009). They usually rely on sign language, lip reading, or writing to communicate with others (from Deaf people and Society, Korea Association of the Deaf, 1999).

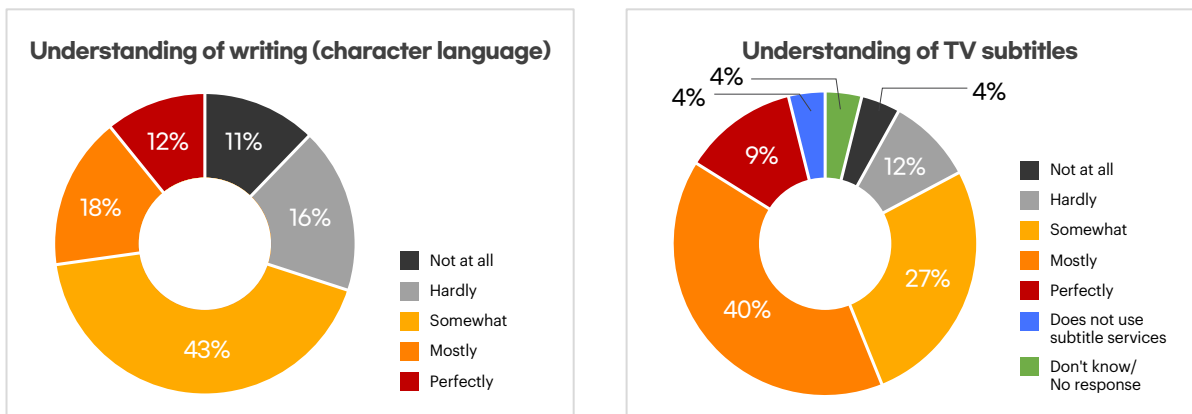
⁽²⁾ Hearing people mean people who use a voice language as primary language.

Category		Participants	Contribution to job creation
Testworks	All	264	Approximately 12
	People with hearing loss	65	Approximately 2
Partner companies	All	52	
	People with hearing loss	39	

[Figure 13] Number of people with hearing loss hired to perform NIA's sign language video AI data construct project

Through this project, participants collected a total of 536,000 pieces of data, including 500,000 clips for words and sentences recorded by us, 21,000 clips for finger characters and numbers acquired by crowd-sourcing, 15,000 pieces of virtual data acquired by processing the collected video data, and processed a total of 80,261,957 pieces of data for study.

This project focuses on the fact that AI technologies can be used to facilitate the communication between deaf and hearing people and aims to collect dataset needed to develop AI that can recognize the sign language. Similar attempts were made both in and out of country, but most of them failed due to the lack of understanding of sign language or the overwhelming size of such a project. However, Testworks was able to construct a dataset that is superior in quality and size compared to existing domestic datasets for machine learning through this project.

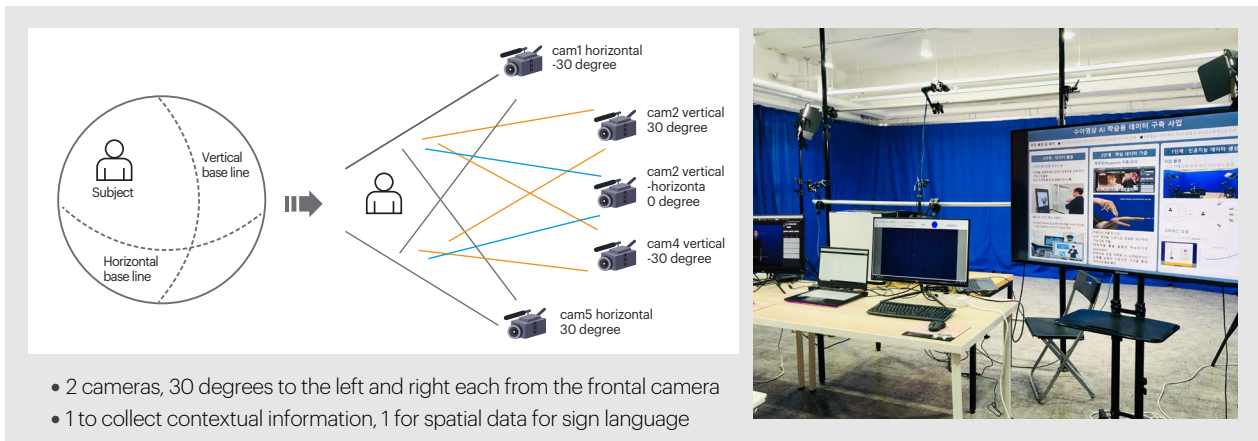


[Figure 14] The way deaf people understand writing (character language) and TV subtitles

(Source : Status of Sign Language Use in Korea, National Institute of the Korean Language, 2017)

Testworks tried to see the problems in the stead of deaf people from the very beginning. The sign language used domestically is developed from visual and motion systems that are rooted from the Deaf culture of Korea and are different than Korean language. As the syntax of Korean language and Korean sign language is different, Korean language system used by hearing people(spoken language, characters) cannot be used to communicate with deaf people who use the sign language system. To facilitate communications between deaf and hearing people, alternatives such as TV subtitles, written communications were used, but for writing, only 12% of people with hearing loss and deafness understood the meaning as much as people with normal hearing do; for TV subtitles, only 9% of them perfectly understood them.

For this reason, Testworks designed the dataset to translate spoken Korean into the practical sign language currently being used among deaf people by considering the characteristics and syntax of Korean sign language and the difference between regions/age groups. This dataset includes sign languages using not only hands but also non-manual elements such as facial expressions and bodily motions.



- 2 cameras, 30 degrees to the left and right each from the frontal camera
- 1 to collect contextual information, 1 for spatial data for sign language

[Figure 15] Multi-camera system to eliminate blind spots

Specifically, we built a multi-camera system to eliminate the blind spots that can be found while shooting the sign language (blockade) and collecting/processing the data. A 3D modeling process is applied to the key point results extracted from the cameras shooting the sign language in different angles and then reprojected on individual point of view to get more robust data with less blind spots. Additionally, the data is reviewed by data professionals so that any incompletely extracted key points are manually fixed, which contributed to ensuring a higher quality in final results.

Key point extraction/correction

[Key point extraction and processing]

- Extract key points by processing the sign language video with an AI model
- Annotation using an in-house development tool
- Secure the quality of dataset by correcting key points that have missing or erroneous data while automatically applying the AI model

Time Stamping

[Time stamping]

- Map Korean morphemes using an in-house annotation tool

[Figure 16] Authorship tool and data processing

There are approximately 400 million people with hearing loss and deafness^[3] in the world and 370,000 of them^[4] are located in Korea. They suffer difficulties in daily activities such as working, doing chores, watching TV, spending leisure time, etc. The dataset and trial service of this project show possibilities to reduce some of the difficulties people with hearing loss face and in that regard, the sign language video dataset created by Testworks has a significant meaning. Mind that to entice more AI sign language recognition services to be developed in many aspects of our daily life such as medical services, government services, law services, delivery services and other domains, the sign language video recognition services need to be mature so that people without disabilities and people with hearing loss can communicate with each other without a problem. Testworks is committed to solving many social problems through AI by constructing and expanding the library of sign language video datasets.

^[3] WHO Global estimates on prevalence of hearing loss, 2018

^[4] Number of Disabled People in Korea by Age Group, Type of Disability, and Gender Conducted by Korea Statistical Office, 2019

3) NIA's sidewalk video AI data collection project to contribute to the walking rights of people with visual impairments and people who use a wheelchair and to develop such services

From May 2019 to November 2019, Testworks led the sidewalk video AI data collection project, which is part of NIA's 2019 Machine Learning Data Collection Project, to ensure the walking rights of the disabled who have difficulties in moving.

Out of 199 participants, 141 were from Testworks. We also temporarily hired 80 people, including 12 people with physical disabilities, for the duration of this project. This equals to hiring 10 full-time employees for a year.

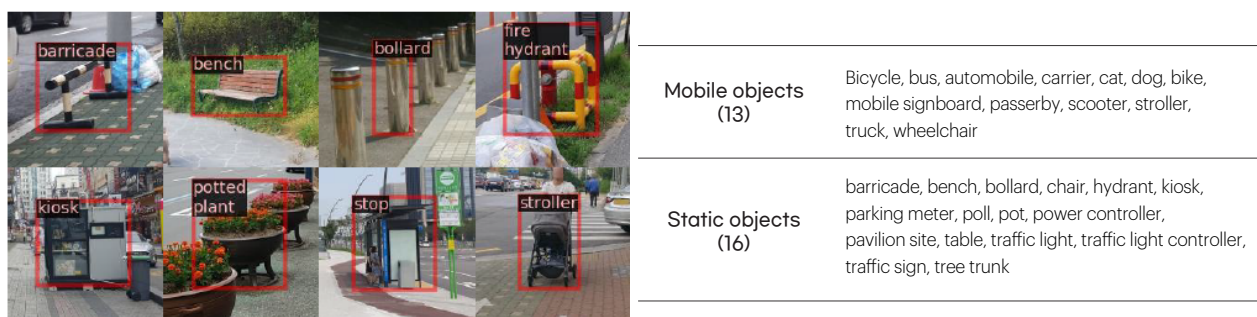
The object recognition technology is prominently used in autonomous driving, but Testworks is the first company that processed object data with this technology to protect the walking rights of people with disabilities.

Korea Association of Visually Impaired People and Korea Association of People with Spinal Cord Injuries helped us by providing what these people experience in their daily lives and analyzing them with us. We found out that illegally parked vehicles, the height of sidewalk blocks, damaged sidewalk blocks are not much of obstacles to people without disabilities, but they can be a threat to people with disabilities (people with visual impairments and people who use a wheelchair). To reduce this kind of threat, we analyzed these objects in depth and determined 29 objects that may threaten the safety of these people while they're walking.

Through this project, we were able to construct 350,000 pieces of data regarding bounding box fabrication, 100,000 pieces of data regarding polygon fabrication, and 50,000 pieces of data regarding sidewalk area's masking and materials, unique features, and damage status. In addition, we constructed 170,000 sets of depth prediction data that can be utilized not only to recognize objects but also the distance from objects. For this, we collected data through the stereo camera installed on the wheelchairs used by volunteers and calibrated the data before collection to increase the data accuracy.



[Figure 17] Example of sidewalk pair image and processing



[Figure 18] Example of individual objects

This project was nominated as one of the excellent projects for its social contribution and technological excellence. The sidewalk dataset revealed through AI Hub is expected to be used in a variety of services.

- ▶ Development of safety road service utilizing road recognition technologies
- ▶ Development of intelligent road damage recognition (recognize the speed of damage, predictive danger notification) service
- ▶ Development of autonomous driving on sidewalk including localized delivery bots and a comprehensive sidewalk monitoring system
- ▶ Development of threat monitoring system for mobility with bikes, electric scooters, bicycles, skateboard

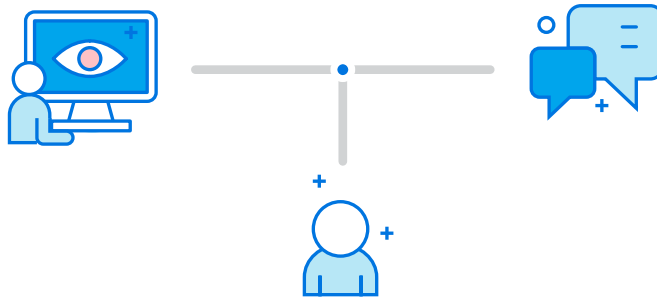
4) The Korean Visual Question Answering (KVQA) project for developing AI technologies/services for visually impaired people

From June 2019 to December 2019, Testworks and T-Brain, the AI research unit of SKT, participated in the KVQA project in order to develop the AI technologies/services for visually impaired people. A total of 30 visually impaired people participated in this project, including an app developer and a transcriber as well as 564 aiworks members.

Category	App development/ transcription	aiworks crowd worker	Visually impaired people	Total
Participants	2	564	28	594

[Figure 19] State of KVQA Project

Visual Question Answering (VQA) is one of the AI technologies/services that is used to enable AI to find the most appropriate answer to a question containing a visual image and question text.



[Figure 20] VQA Technology (Source: SK T-Brain GitHub, KVQA)

The VQA technology is actively being researched and developed not only in Korea but also in many other countries. This technology has the potential to be used in many AI services for visually impaired people. While some of the pictures taken by visually impaired people are out of focus, blurry, or underexposure, the VQA model learned from images taken by people without disabilities has limitations when it comes to effectively answering the questions posted by visually impaired people.

Testworks and SK T-Brain collected pictures and questions taken or recorded by visually impaired people and built a VQA model for machine learning for visually impaired people for the first time in Korean. Approximately 250 visually impaired people and 4,500 people without disabilities nationwide have participated for 6 months and we were able to collect some 100,000 images data taken by visually impaired people and 1 million responses data. Approximately 10% of these 4,500 participants were volunteers who share the vision of Testworks, which is technology-based social innovation.



(a) Q: Is it okay to cross the crosswalk now? A: No



(b) Q: How many fluorescent lights are in this room? A: 2



(c) Q: What is the person in the room doing right now? A: Playing the piano



(d) Q: What is that flower bloomed? A: Unable to answer

[Figure 21] An example of KVQA data (Source: SK T-Brain GitHub, KVQA)



[Figure 22] KVQA dataset paper (Source: SK T-Brain GitHub, KVQA)

The established dataset is disclosed via [Github](#) and this dataset can be used to develop AI technologies and services for visually impaired people.

Closing



Byung-Hoon Kim
CFO | Testworks

In 2020, Testworks is showing an apparent external growth while working very hard to create a variety of social values as mentioned before. Although competition is getting more intense in the market and COVID-19 is putting a lot of pressure on many businesses, the interest in social value and ESG management have been increasing. These developments are aligned with Testworks's mission and affect society in a broader scope. In this light, Testworks's business model that pursues the creation of social value has much potential yet to be revealed.

In 2021, Testworks is trying to become a new company in an attempt to strengthen technology and prepare for overseas expansion. The company will also seek a wider range of new ways to create more social values. Please keep an eye on our growth and we promise you that we will become a company that grows together with you.

Appendix

Social Progress Credit (SPC)

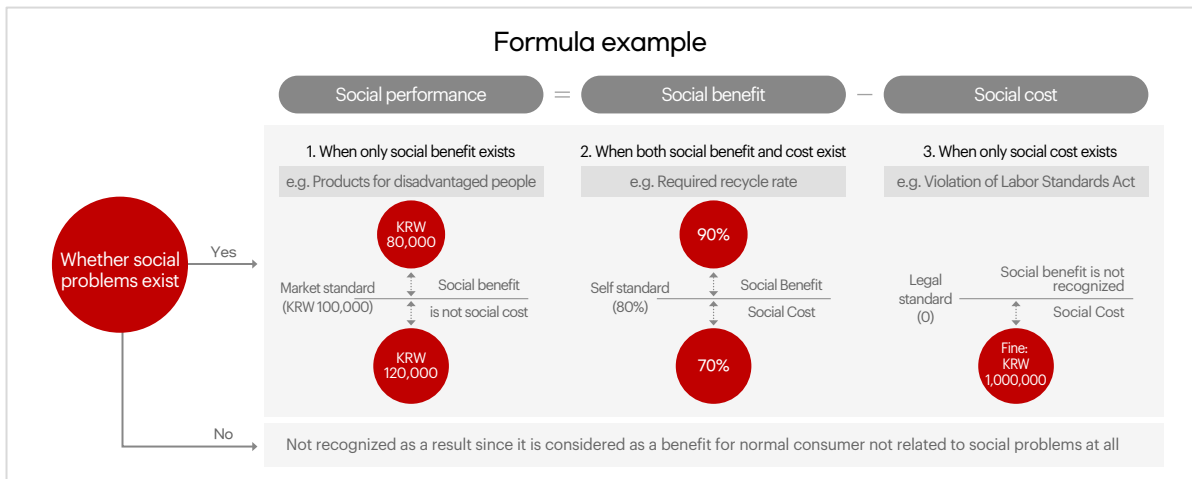
Social Progress Credit (SPC) is a project where the social value researchers from SK Group calculate the contribution of social companies in currency value and reward them.

The purpose of Social Progress Credit (SPC) is to set the standard by evaluating current social values, manage them, and ultimately spread social values to the entire society.

Center for Social value Enhancement Studies (CSES) aims to create a positive cycle in the social company ecosystem by attracting more money and talents and increasing the chance of success.

Measured by social result incentives, social values are created by solving social problems that cannot be solved at an individual level. It is calculated by adding all the social performances created by every individual who contributed to them.

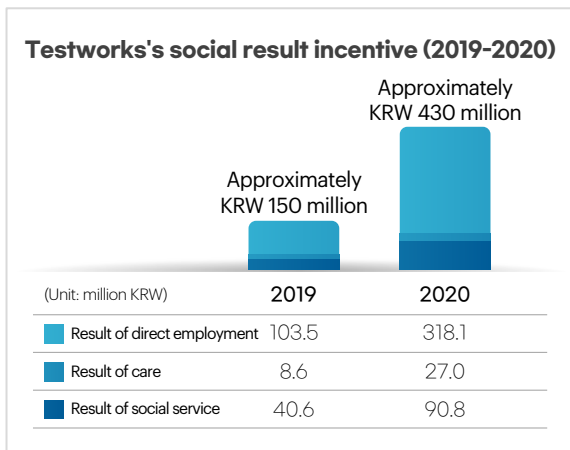
Social performance is a cost calculated by subtracting social costs from social benefits. When measuring social performance, only social values that contribute to the development of public interests and community benefits, not the ones that belong to individuals, are considered. In addition, we aim to calculate social values in terms of outcome and consider the benefits and costs of stakeholders. In principle, we calculate social values conservatively based on the market standard.



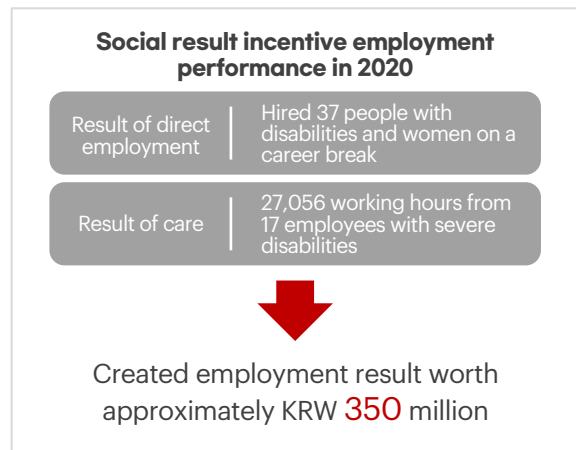
[Figure 23] How to calculate social value (Source: Center for Social Value Enhancement Studies website)

Testworks's social performance in 2020 based on social result incentive

Since 2017, Testworks has participated in the social result incentive provided by the Center for Social Value Enhancement Studies of SK Group to measure the social result incentive and social progress credit for social services and employment performance.



[Figure 24] Testworks's social result incentive



[Figure 25] Social result incentive employment performance

The social result incentive of Testworks in 2020 was approximately KRW 430 million. This is three times bigger than that of the previous year. The employment result was increased more than three times and social service performance, more than two times.

Employment result was approximately KRW 350 million. This was due to the direct employment of 37 women whose career was disrupted and care for 17 people with severe disabilities (10 people with developmental disabilities and 7 people with hearing loss).

In particular, the care result is based on the working hours of people with severe disabilities. 17 people with severe disabilities worked 27,000 hours and this is our social contribution to the employment in an attempt to solve social problems in times of COVID-19.

Social service result includes providing training service to 115 people with developmental disabilities, people with hearing loss, people who use a wheelchair, marriage immigrants, women whose career was disrupted, farmers, and fishermen so that they could learn to become ICT professionals. We also provided 168 women on a career break with data labeling and software testing training at Eastern Seoul Woman Up and Eunpyeong, Nowon, and Seocho branches of Women's Career Catchup Center.

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