



PROJECT NOTIFICATION

20 March 2018

1. **Project Code** 18-RP-11-GE-CON-B
2. **Title** Forum on the Impact of Education Policies on National Productivity Growth
3. **Timing and Duration** 14–17 August 2018 (four days)
4. **Venue** Manila, the Philippines
5. **Implementing Organization** Development Academy of the Philippines
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Pasig City, Metro Manila, Philippines
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apolugrantees@yahoo.com.ph
6. **Number of Overseas Participants** Up to 36 qualified participants from the Republic of China, India, Indonesia, IR Iran, Malaysia, Pakistan, Sri Lanka, Thailand, and Vietnam

However, other member countries with special interest in this project may nominate candidates upon consultation with the APO Secretariat (see 12. Qualifications of Candidates).
7. **Number of Local Participants** Up to six qualified participants
(or to be determined later upon coordination with the implementing organization)
8. **Closing Date for Nominations** 15 June 2018
9. **Objectives**

The objectives of this forum are to:

- a. Rethink the role of education policies in national productivity enhancement, particularly by taking into consideration the rapidly changing labor market and society's increasing reliance on technology;
- b. Explore possible education models and policies aligned with the skills required by labor markets in the future;
- c. Examine approaches to reduce skill gaps through education policies enabling economies to benefit from rapid technological advances; and
- d. Provide a platform for knowledge and experience sharing on education policies and their ramifications for sustaining economic growth.

10. Background

Higher educational attainment reflects a higher quality of human capital and is responsible

for better standards of living. Starting from the 1950s, more rapid economic growth, higher wages, increased labor productivity, improved health status, and lower infant mortality rates have occurred across the globe, resulting from a better quality of education and longer time given to it. Rapid technological advances leading to unprecedented changes in labor markets, however, require a reexamination of the old mass production-based education model. Ever-increasing school enrollment has been accompanied by a slowing in productivity gains and economic growth as well as widening income inequality. A new education model focusing on worker agility to meet changes in labor market requirements must be prioritized to maximize the contributions of human capital to continuing increases in living standards.

A recognizable pattern created by the IT revolution is that the rate of technological change always outpaces workers' skill development. When skill development lags, economic growth decelerates due to lower labor productivity. Workers incapable of adjusting to market demand for new skill sets are forced to accept low-skilled, low-wage jobs. This adjustment is usually accompanied by even more demand for higher-skilled, higher-wage jobs. Unemployment, labor market polarization, and inequality are the net effects on society.

It is therefore imperative for policymakers to revamp the education sector to increase the ability to benefit from rapid technological progress. One method for this is to close skill gaps through education focused on interactions with technology for higher productivity. This forum will highlight strategies and institutional prerequisites for the optimal contribution of the education sector to supplying a future-ready labor force. The approach will be interdisciplinary, with facilitators from different backgrounds and with varied experience and professional expertise. The expected outcome is changes in education policies and strategies in APO member economies to cope with the future.

11. Scope and Methodology

Scope

Education, productivity growth and economic development:

- a. Economic institutions and educational quality for productivity and economic growth;
- b. Educational reform for improved living standards;
- c. Efficient educational spending and institutional settings for continuous human capital accumulation; and
- d. Education of the future to sustain productivity growth.

Methodology

Preparatory/predeparture work, expert presentations and lectures, case studies and/or exercises, policy-sharing sessions, policy proposals, presentations/discussions, and follow-up actions (postproject activities).

The tentative program of the forum is given below:

Date/Time (to be specified)	Activity
Monday, 13 August 2018	Arrival of participants in Manila
Tuesday, 14 August 2018	<ul style="list-style-type: none"> - Program overview and expectations - Presentation 1: Education, Productivity Enhancement, and Economic Growth - Presentation 2: Institutional Factors Leveraging Contributions of Education to Productivity Enhancement - Policy Forum: National Education Policies for Enhancing Productivity and Competitiveness

Wednesday, 15 August 2018	<ul style="list-style-type: none"> - Presentation 3: Educational Reform for Socioeconomic Progress - Presentation 4: Efficiency and Productivity Gains from Educational Reform: Learning Experiences from around the World - Group discussion: Educational Reform for Productivity Enhancement
Thursday, 16 August 2018	<ul style="list-style-type: none"> - Presentation 5: Efficient Educational Spending - Presentation 6: Optimal Institutional Settings for Continuous Human Capital Accumulation - Policy proposal development: Education of the Future for Sustaining Productivity Growth
Friday, 17 August 2018	<ul style="list-style-type: none"> - Policy proposal discussion - Participant presentations: Education of the Future for Sustaining Productivity Growth
Saturday, 18 August 2018	Departure of participants

12. Qualifications of Candidates

The participants are expected to possess the following qualifications:

Present Position	Policymakers and/or policy administrators in the areas of labor productivity, education, and other socioeconomic aspects of national human resources development from relevant government agencies at the central and local levels, universities, and public policy think tanks; and mid- or high-level NPO officials managing labor productivity issues.
Experience	At least three years of experience in the position described above.
Education	University degree or equivalent qualification from a recognized university/institution.
Language	All proceedings of the project are conducted in English, and participants are frequently required to make active contributions during the forum. They must therefore be proficient in spoken and written English. Those who are not proficient in English will not be accepted.
Health	Physically and mentally fit to attend an intensive project requiring participants to complete a number of individual and group activities and strenuous fieldwork. It is therefore recommended that member countries do not nominate candidates likely to suffer from physical and mental stress.
Age	Candidates who fit the above profile are typically between 30 and 50 years of age.
Attendance	Participants are required to attend the entire program.

13. Financial Arrangements

a. Airfare

The APO will bear the cost of round-trip economy-class international airfare between the international airport nearest to the participants' place of work and Manila, the Philippines.

The APO will only reimburse discount air tickets for the most direct route. Participants should note that the arrangements for the purchase of air tickets should follow the "Guide on Purchases of Air Tickets for APO Participants," which will be sent to the selected participants and is also available on the APO website and from APO Liaison Officers in member countries.

b. Insurance Coverage

Participants' insurance premiums: All participants should be fully insured against accident and illness (including hospitalization and death) for a principal sum equivalent to USD10,000.00 for the entire duration of the project and travel and must submit to the APO Secretariat a copy of the comprehensive travel insurance certificate before participation. Such insurance should be valid in the host country. This insurance requirement is in addition to existing government insurance coverage in some member countries. If any participant is unable to insure himself/herself as stipulated above, he/she should secure this insurance in the host country at the commencement of the project and pay the premium himself/herself, if necessary, from the per diem allowance provided. Neither the APO nor the implementing organization will be responsible for any eventuality arising from accident, illness, acts of war, force majeure, or any unexpected events beyond human control such as those related to natural disasters.

c. Cost Sharing

Subject to the conditions stated in the Financial Arrangements section, the following table shows the cost-sharing arrangements between the APO, host country, and participants or participating countries.

Cost item	Cost to be borne by		
	Participants or participating countries	Host country	APO
Round-trip economy-class international airfare (refer to section 13-a)	No	No	Yes
Participating Country Expenses (PCEs)	NA	NA	NA
Hotel accommodation in Manila	No	Yes (18 participants)	Yes (18 participants)
Per diem allowance in Manila	No	Yes (18 participants)	Yes (18 participants)
Transportation costs to and from hotel and airport in Manila	No	Yes (18 participants)	Yes (18 participants)
Insurance coverage in the Philippines (refer to section 13-b)	Yes	No	No

Cost item	Cost to be borne by		
	Participants or participating countries	Host country	APO
Any expenses related to visa fees and airport taxes	Yes	No	No
All expenses incurred by participants for any reason including but not limited to: a. Stopovers b. Extension of stay c. Early arrival or late departure d. Flight cancellation	Yes	No	No
Any cancellation charges for expenses such as airfare and accommodations incurred by the APO or host country after issuance of Letters of Acceptance	Yes	No	No
Assignment costs of international resource persons	NA	No	Yes
Assignment costs of local resource persons	NA	Yes	No
All local implementation costs including but not limited to: a. Meeting rooms b. Documentation c. Preparatory costs	NA	Yes	No

14. Actions by Member Countries

- a. Each participating country is requested to nominate three or more candidates in the order of preference. Please ensure that candidates nominated meet the qualifications specified under section 12 above.
- b. No form of self-nomination will be accepted. All nominations must be endorsed and submitted by an APO Director, Alternative Director, Liaison Officer, or their designated officer.
- c. Please note that nomination of a candidate does not necessarily guarantee that he/she will be selected. Selection is at the discretion of the selection committee of the APO Secretariat. A basic criterion for selection is the homogeneity of the participants in terms of qualifications and work experience. Nonselection therefore does not mean that the candidates concerned are not competent enough. Sometimes candidates are not selected because they are overqualified for a project.
- d. Each nomination should be accompanied by the necessary documents. A nomination lacking any of these documents may not be considered: two copies of the candidate's biodata on the APO biodata form together with a passport-sized photograph. The biodata form can be downloaded from the APO website (www.apo-tokyo.org). We encourage submitting the biodata form to the APO Secretariat in electronic form as an attachment to a cover e-mail message from the APO Director, Alternate Director, or Liaison Officer.

The nomination documents should be sent to the Research and Planning Department, APO Secretariat (e-mail: rp@apo-tokyo.org, fax: 81-3-5840-5324).

- e. The APO Medical and Insurance Declaration/Certification Form. Every candidate must complete and submit a copy of the APO Medical and Insurance Declaration/Certification Form with his/her biodata at the time of nomination. Please note that self-declaration is sufficient for candidates without any of health conditions or illnesses listed on the reverse side of the medical form. However, for all others, medical certification by a licensed physician on the reverse side of the medical form is required.
- f. Necessary documents are to be submitted electronically. In that case, there is no need to send a hard copy by postal mail. However, if the documents are submitted by fax, member countries are requested to mail the originals of the documents to the APO Secretariat as well. If a digital photograph of a nominee is not attached to the electronic biodata form, a hard-copy photograph should be sent to the APO Secretariat by postal mail. Please give the candidate's name and the project code on the reverse side of the photograph.
- g. Member countries are requested to adhere to the nomination deadline given on page 1. The APO Secretariat may not consider late nominations as they have in the past resulted in considerable difficulties to the implementing organization in its preparatory work for the project.
- h. For member countries where nominations are required to be approved by higher government authorities and require a longer time, APO Liaison Officers/NPOs are urged to send the names of nominees on or before the deadline, indicating that government approval will follow.
- i. If a selected participant becomes unable to attend, he/she should inform the APO Liaison Officer/NPO in his/her country immediately and give the reason for withdrawal. The NPO concerned is requested to transmit that information to the APO Secretariat and the host country promptly.
- j. NPOs are requested to inform the selected participants that they are not to bring family members or to engage in any private business activities during the entire duration of the project.
- k. Each selected participant should be instructed to arrive at the venue one day before the start of the official project. Also, he/she is expected to return home upon completion of the official project because he/she is visiting the host country for the specific purpose of attending this APO forum.
- l. NPOs should inform participants that they must attend all four days of the project.
- m. NPOs should assist the APO and/or host country in collecting amounts corresponding to cancellation charges arising from withdrawal or no-show of a participant.

15. Actions by the APO Secretariat

- a. Under normal circumstances, candidates who are selected will be informed of their

acceptance at least four weeks prior to the start of the project.

- b. If some candidates fail to qualify or be unable to participate after selection, or if some member countries fail to nominate any candidate, their slots may be filled by alternates from the same or another member country on a merit basis.

16. Project Preparation

The participants are required to prepare a paper prior to departure for the project venue. In preparing the paper, they are expected to follow the attached “Guidelines for the Preparation of Country Policy Papers.”

17. Postproject Actions

All participants are required to prepare action plans and share the plans with their NPOs. The APO will also request participants to submit progress reports six months after completion of the forum. (See “Postproject Actions” attachment below)

18. Evaluation of Participants

If the conduct/attendance/performance of a participant is not satisfactory, these will be reported to the APO director concerned.

19. Guide for Participants

Other conditions for participation are given in the *APO Guide for Participants*, which is available from APO Liaison Officers/NPOs in member countries and on the APO website (www.apo-tokyo.org).

20. Dress Code

Participants are required to wear business attire during the project. Other instructions will be provided in the circular for participants



Santhi Kanoktanaporn
Secretary-General

Attachment I: Project Preparation

**18-RP-11-GE-CON-B:
Forum on the Impact of Education Policies on National Productivity Growth
14–17 August 2018, Manila, the Philippines**

Guidelines for the Preparation of Country Policy Papers

One of the stated objectives of this forum is to provide a platform for knowledge and experience sharing on education policies and their ramifications for sustaining economic growth. To achieve that objective, participants are expected to prepare and present policy papers following the outline below.

Topics (please choose one from the list below):

1. Rethinking Education Models for Sustaining Productivity in the Future;
2. The Race between Education and Technology;
3. Vocational Education for Reskilling the Labor Force;
4. Future-ready Curricula for Continuous Productivity Improvement; or
5. Optimal Institutional Settings for Human Capital Accumulation.

In preparing the papers, please note the following:

- The focus should be on the country of each participant, with an explanation of the linkages of the chosen topic to the participant's institutional affiliation, if applicable.
- The paper must include the background, current status/challenges, description of institutional design and/or mechanism, initiatives taken, recommendations or proposals, details of the ramifications of the chosen topic on productivity, etc. as related to education policy.
- Sufficient, accurate information and analysis should be presented using relevant, reliable data.
- The emphasis should be on education policy and/or policy framework.

Additional details on the format, mode and timing of submission, etc. will be provided in the circular letter distributed to selected participants.

Attachment II: Postproject Action

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Template for Postproject Action Plan

This template is designed to help you and your organization to determine and execute a series of actions as a follow-up to the learning and skills that you have accumulated during your participation in this APO forum project.

In developing this template, we suggest that you get management buy-in by sharing your learning with the members of staff and management. With their support and commitment this action plan can be developed as a team. It is also important to determine SMART (Specific, Measurable, Attainable, Relevant & Time-bound) objectives for each of the key focus areas of the action plan.

Please feel free to modify the template to suit the unique circumstances of your workplace. Note: Items in italics have been added in the suggested template as an illustration only.

Objective (suggested) of the organization's action plan is to share and implement organization-wide the key insights gained from the APO project for furthering productivity and efficiency particularly its potential impact on the change of education policies to support productivity growth.

Action plan template:

No.	Key focus area & objective(s)	Strategies & initiatives	Expected outcomes	Department/ Unit responsible	Timeline*	Evidence of success (KPI achievement)	Joint effort with other departments/units# (if applicable)
1.	<i>Governance: To ensure that the organization is ready to confront the future</i>	<ul style="list-style-type: none"> - Enhancement of electronic government in service delivery - Promote inter-agency collaboration for improved services 	<ul style="list-style-type: none"> - <i>X% of public services to be accessed online</i> - Improved citizen satisfaction rate - Improved services 	IT Department	2018-2019	<ul style="list-style-type: none"> - % of services available on-line - Extent of efficiency of services delivered through inter-agency collaboration (crime, regulations, healthcare etc.) 	

Remarks:

* three months; six months; nine months; one year; long-term (more than two years)

Please provide as much detail as possible