



## PROJECT NOTIFICATION ADDENDUM

12 October 2017

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|------------------------|--|
| 1. Project Code        | 17-RP-23-GE-RES-B  |
| 2. Title               | Research on Public Policy Innovation for Human Capital Development   |
| 3. Timing and Duration | December 2017–January 2018 (12 months)<br>Coordination Meeting: 11–13 December 2017 (three days) in Colombo, Sri Lanka |
| 4. Venue               | APO Secretariat  |
| 5. Addendum No.        | 1  |
| 6. Reference           | APO Project Notification 17-RP-23-GE-RES-B dated 2 June 2017   |
| 7. Details             | Change in project implementation timing  |

### 7-1. Change in Section 3. Timing and Duration

The project implementation timing has been changed from December 2017-January 2018 (12 months) to **December 2017-November 2018 (12 months)**.

Other terms and conditions as specified in the Project Notification dated 2 June 2017 remain unchanged.

Santhi Kanoktanaporn  
Secretary-General



ASIAN PRODUCTIVITY ORGANIZATION

## PROJECT NOTIFICATION

2 June 2017

- 1. Project Code** 17-RP-23-GE-RES-B
- 2. Title** Research on Public Policy Innovation for Human Capital Development
- 3. Timing and Duration** December 2017–January 2018 (12 months)  
Coordination Meeting: 11–13 December 2017 (three days) in Colombo, Sri Lanka
- 4. Venue** APO Secretariat
- 5. Number of Participating Countries** One chief expert and up to eight national experts from Cambodia, Republic of Korea, India, Malaysia, Philippines, Singapore, Sri Lanka, and Thailand. Other member countries with particular interest in this project may nominate candidates upon consultation with the Secretariat.
- 6. Closing Date for Nominations of National Experts** 30 September 2017

### 7. Objectives

This research aims to look into innovative approaches to public investment in human capital development, analyze its role in determining overall development, and provide recommendations on managing future skill requirements for human capital in member countries.

### 8. Background

The 2016 World Economic Forum Report indicated that disruptive changes to business models will have a profound impact on the employment landscape over the coming years. Many of the major drivers of transformation currently affecting global industries are expected to have a significant impact on employment, ranging from significant job creation to job displacement, and from heightened labor productivity to widening skill gaps. In such a rapidly evolving employment landscape, the ability to anticipate and prepare for future skill requirements, changing job content, and the aggregate effect on employment will be increasingly critical for businesses, governments, and individuals to seize the opportunities presented and to mitigate undesirable outcomes. It is therefore essential to formulate a comprehensive vision for human capital strategy, as this will provide impetus to developing national competitive advantages, especially with the pace of change in the global employment scenario.

A vibrant capacity in science, technology, engineering, and mathematics (STEM) is pivotal in increasing a nation's productivity. In many countries, STEM programs are aimed at advancing broad-based systemic innovations that sustain education programs as part of the focus on human capital development. All STEM programs require public support and access to high-quality, high-equity education for the entire society. In the Asia-Pacific region, some countries have made investments in STEM programs as a means to boost innovation to help their economies grow exponentially. However, there are many disparities in terms of results/achievements and they will have implications for future skill and workforce development within the framework of human capital development. This presents a great challenge to stakeholders, especially policymakers, to devise innovative policies for human capital development to complement other investments and programs to boost sustainable productivity and economic progress in the long run. This research therefore aims to look into innovative approaches to public investment in human capital using STEM as the framework in selected APO member countries and make recommendations on managing future skill and workforce development in response to the technology-driven changes and structural adjustments now taking place.

## **9. Scope and Methodology**

### **Scope**

- 1) Coordination meeting: A coordination meeting of experts will be held 11–13 December 2017 in Colombo, Sri Lanka. The tentative topics to be covered in the meeting are:
  - a. Revisiting human capital and its implications for development;
  - b. Innovative approaches to and policies for human capital development;
  - c. The STEM framework in education and its challenges and opportunities; and
  - d. Future talent and skill formation requirements in modern economies.
- 2) Conducting in-country research: Each national expert will gather primary and secondary data based on the agreed research framework and methodology of the study. The study will focus on innovative public policies for human capital development in the target countries using the STEM framework. Specific areas to be covered include public policies and programs on talent and skill development under the STEM programs in modern economies.

### **Methodology**

The chief expert will draft the overall research framework and methodology to be presented and discussed during the coordination meeting. The outline and format of the contents of the report will also be discussed. Upon agreement, the national experts will adopt the framework and methodology to conduct in-country research.

The tasks of the chief expert will include:

- a. Developing the research framework proposal covering the background, direction, and methodology;
- b. Preparing and presenting background materials on the research during the coordination meeting;
- c. Providing overall coordination and advisory services to national experts in conducting the research in their countries;
- d. Reviewing and editing the initial drafts of national experts' reports to ensure uniformity in the quality and format; and
- e. Preparing the executive summary, introductory section, integrated analysis, and overall

conclusions of the research based on the individual country reports prepared by the national experts and ensuring that the final manuscript is completed and submitted to the APO Secretariat by the deadline in November 2018.

The tasks of the national experts will include:

- a. Undertaking the research at the national level following the agreed methodology and framework;
- b. Collecting and analyzing the required data and writing up the findings;
- c. Reviewing and integrating comments and suggestions to improve the report; and
- d. Submitting the report to the chief expert within the agreed time frame.

## **10. Qualifications of National Experts**

The nominated national experts must have sufficient knowledge of and backgrounds in human capital development at the national level under the STEM framework including other public policies and government programs related to knowledge, talent, and skill formation. They must also possess excellent writing skills and have published articles, books, or substantive reports on change management in the public sector. The national experts must have a strong commitment to undertaking and completing the research within the time frame.

## **11. Qualifications of the Chief Expert**

The APO will appoint a chief expert for this project to guide the group of national experts in undertaking the research. The APO-appointed chief expert must have:

- a. Extensive knowledge of human capital and economic development with the focus on public policy and government programs for knowledge, talent, and skill formation, especially of the STEM framework, and their applications at the national level;
- b. Excellent writing skills and have published articles, books, or reports on change management in the public sector in English at the international level since the final integrated report will be written in English; and
- c. Strong commitment to undertaking and completing the research project within the given time frame and producing the consolidated analysis of all national reports.

## **12. Financial Arrangements**

### **To be borne by the APO**

- a. Honoraria for the chief expert and national experts upon completion of the research;
- b. All assignment costs for the chief expert and national experts including daily subsistence allowances, miscellaneous expenses, and round-trip international airfare by the most direct route between the international airport nearest to the experts' place of work and Colombo, Sri Lanka, for attending the coordination meeting for the research;
- c. Travel insurance coverage against accident and illness for all experts for the entire duration of the coordination meeting and travel; and
- d. Local implementation costs for the meeting package, room rental, and required equipment.

### **To be borne by the host country of the coordination meeting (Sri Lanka)**

- a. Other local implementation costs not covered by the APO.

### **To be borne by experts or participating countries**

- a. Any expenses incurred by the experts for extra stay at the venue before and/or after the official project period due to early arrival, late departure, or any other reason; and
- b. All local implementation costs incurred when conducting the research and related activities at the national level.

### **13. Actions by Member Countries**

- a. For the selection of national experts, the member countries to be included in the research are requested to submit appropriate nominations (preferably at least two for consideration) by 30 September 2017.
- b. Each nomination should be accompanied by the candidate's biodata on the standard APO form in duplicate along with a passport-sized photograph. In addition to the standard APO form, nominees should also prepare a list of publications, research, and/or consulting projects they have undertaken in this field. A nomination lacking any of these documents will not be considered.
- c. The selection of national experts will be based strictly upon their professional qualifications and experience, academic backgrounds, and commitment to this research.

### **14. Preparatory Work by National Experts**

The selected national experts are required to gather data, conduct preliminary research, and prepare a paper relating to public policy innovation for human capital development undertaken recently using the STEM framework in respective countries including its outcome/results, issues of concern, and overall impact on the economy as a whole. Detailed guidelines will be provided later. The reports will be presented at the coordination meeting in Colombo, Sri Lanka, and will form the basis for further deliberations and development of the research project with the guidance of the chief expert.



Santhi Kanoktanaporn  
Secretary-General