



ASIAN PRODUCTIVITY ORGANIZATION

## PROJECT NOTIFICATION

1 November 2016

1. **Project Code** 16-RP-32-SPP-OSM-B
2. **Title** Multicountry Observational Study Mission on Public–Private–Academia Partnerships for Industrial Human Resources Development
3. **Timing and Duration** 27 March–1 April 2017 (six days)
4. **Venue** Tokyo, Japan
5. **Implementing Organization** APO Secretariat  
Address: 1-24-1 Hongo, Bunkyo-ku  
Tokyo 113-0033, Japan  
Phone: 81-3-3830-0415  
Fax: 81-3-5840-5324  
e-Mail: [rp@apo-tokyo.org](mailto:rp@apo-tokyo.org)  
Website: [www.apo-tokyo.org](http://www.apo-tokyo.org)
6. **Number of Overseas Participants** Up to 20 participants from Brunei, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Thailand, and Vietnam. Other APO member countries with special interest in this project may also nominate candidates upon consultation with the APO Secretariat.
7. **Number of Local Participants** Up to six participants
8. **Closing Date for Nominations** 2 February 2017

All nominations along with the completed biodata form and medical certificate of the nominees should reach the APO Secretariat by the above date. Selection of participants will be completed immediately after this date. Member countries are requested to inform the APO Secretariat as soon as possible if they decide not to nominate anyone for the project.

### 9. Objectives

This observational study mission will provide participants with opportunities to learn about public–private–academia (PPA) partnership initiatives in Japan and observe the best practices that could be adopted in other Asian countries to support their industrial human resources development programs. After participating in this mission, participants are expected to undertake the following:

- a) Identify the industrial human resources development needs of their countries and develop action plans to address them;
- b) Initiate PPA partnerships in their countries; and
- c) Identify possible avenues for human resources development cooperation with relevant institutions in Japan.

## **10. Background**

The development of a country's human resources to meet the labor requirements of industries requires cooperation among the public and private sectors and academia. A mismatch in the labor market between the industrial manpower skills required by industries and graduates from institutions of higher education has been noted in many countries, meaning that some college graduates are unable to find gainful employment related to their academic training. On the other hand, companies have difficulties in finding suitable manpower with the appropriate knowledge and skills that meet job requirements. Thus, there is rising unemployment and at the same time more job vacancies in industries. There is also evidence showing that college graduates whose occupations do not match their academic majors have lower annual incomes than those whose academic backgrounds match their occupations.

Similarly, in many developing countries, although expertise is available in academic institutions, it is not sufficiently utilized to address industrial issues due to the lack of linkages with private industries. There are cases where academia conducts research and develops new technologies that are rarely commercialized because they do not meet the priorities and needs of the business sector. These situations are attributed mainly to the lack of coordination among public institutions responsible for crafting national policies on education and employment in which the private sector creates employment opportunities and academia provides education and training to the labor force as well as new knowledge and technologies. The three parties need to cooperate for greater synergy and leverage their resources to achieve a win-win situation.

Japan has been successful in enhancing PPA cooperation to produce graduates who are equipped with knowledge and skills relevant to the needs of industries. Other countries can learn from such best practices to develop their industrial human resources. If PPA partnerships were effectively implemented in other Asian countries, the employment rates of new graduates would be higher, R&D outputs of academic institutions could be utilized, and the productivity of businesses would be enhanced.

## **11. Scope and Methodology**

### **Scope**

The tentative topics to be covered are:

- a. PPA partnership concepts and practices;
- b. Theories and key features of industrial human resources development;
- c. Public policies that promote PPA partnerships for industrial human resources development, including programs and outcomes; and
- d. Best practices of PPA cooperation for industrial human resources development.

### **Methodology**

The mission will involve expert lectures, country paper presentations, site visits, interactive discussions, and action plan preparation.

The tentative program of the study mission is given below:

<b>Date/Time</b>	<b>Activity</b>
Sun., 26 March 2017	Arrival of participants in Tokyo
Mon., 27 March 2017	Opening session and resource persons' presentations
Tue., 28 March 2017	Site visit in Nagoya with PPA partnership practice
Wed., 29 March 2017	Site visit in Kyoto with PPA partnership practice
Thu., 30 March 2017	Site visit in Osaka with PPA partnership practice
Fri., 31 March 2017	Site visit in Yokohama with PPA partnership practice
Sat., 1 April 2017	Country presentations, group discussion, and closing ceremony in Tokyo
Sun., 2 April 2017	Departure of participants from Tokyo

## **12. Qualifications of Participants**

Present Position	Policymakers or government officials from ministries/agencies responsible for the development of policies in higher education and vocational training institutes, or NGO representatives and leaders of industry associations responsible for promoting industrial human resources development programs.
Experience	At least five years of experience in the above-mentioned position.
Education	University graduate or equivalent qualification from a recognized institution.
Age	Candidates who fit the above profile are typically between 35 and 55 years of age.
Language Proficiency	Proficiency in written and spoken English is essential.
Health	Physically and mentally fit to attend an intensive program.

## **13. Financial Arrangements**

### **To be borne by the APO for international participants**

- Round-trip economy-class international airfare for overseas participants between the nearest international airport from the place of work and Tokyo by the most direct route. As far as practicable, all participants should purchase discounted tickets (following IATA PEX, ZONE PEX, or other applicable discount fares). Neither the APO nor the host organization will be responsible for paying any additional per diem allowances and hotel accommodation costs due to early arrival, delayed departure, rerouting of tickets, or any other reason.
- The cost of hotel accommodations (including tax charges) and per diem allowances for all overseas participants in Japan for up to seven days.
- The cost of domestic round-trip transportation from Tokyo to the venues of the site visits.
- Other local expenses related to the study mission in Japan.

**To be borne by the APO for local participants (Japan)**

- a. The cost of hotel accommodations (including tax charges) and per diem allowances for participants for up to seven days where applicable.
- b. The cost of domestic round-trip transportation to project sites where applicable.
- c. Other local expenses related to this project in Japan.

**To be borne by the APO for resource persons**

All assignment costs of overseas as well as local resource persons to conduct the program.

**To be borne by participants or participating countries**

- a. Participants must be fully insured in Japan, regardless of any insurance coverage obtained in their own country, against accident and illness (including hospitalization and death) for:
  - accidental death and dismemberment up to 4,000,000 yen,
  - medical expenses for accident up to 4,000,000 yen, and
  - medical expenses for illness up to 4,000,000 yenfor the entire duration of the project. The APO will secure this insurance on behalf of the participants in the host country from the day before project commencement until the day after project completion. Each participant must pay the premium himself/herself from the per diem allowances provided. Neither the APO nor the implementing organization will be responsible for any eventuality arising from accident or illness.
- b. Any expenses incurred by participants for stopovers on the way to and from the project venue as well as for extra stay at the project venue before and/or after the official project period on account of early arrival, late departure, or rerouting of air tickets, for example, due to either limited available flights or any other reason.
- c. Any expenses related to visa fees and airport taxes.

**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 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. 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](http://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](mailto:rp@apo-tokyo.org), fax: 81-3-5840-5324).

- e. 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, the 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 study mission.
- l. NPOs should inform participants that they must attend all six days of the project to qualify for the certificate of attendance.

## **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. Postproject Actions**

All participants are required to prepare action plans during the study mission. The APO will request participants to submit progress reports six months after completion of the mission.

## **17. Evaluation of Participants**

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

## **18. Guide for Participants**

Other conditions for participation are stated in the *APO Guide for Participants*, which is available from APO Liaison Officers/NPOs in member countries and on the APO homepage ([http://www.apo-tokyo.org/05part\\_guide.htm](http://www.apo-tokyo.org/05part_guide.htm)).



Santhi Kanoktanaporn  
Secretary-General