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## **Summary Conclusion of the 9th Human Resources Development Working Group Meeting**

Submitted by: Canada

**First Senior Officials' Meeting  
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Summary Conclusions of the  
9th HRD Working Group Meeting

Vancouver, British Columbia, Canada  
January 26-27, 1993

1. The 9th Human Resource Development (HRD) Working Group meeting was convened in Vancouver, British Columbia, Canada on January 26-27, 1994. Delegates from Australia, Brunei Darussalum, Canada, the People's Republic of China, Hong Kong, Indonesia, Japan, the Republic of Korea, Malaysia, Mexico, New Zealand, the Republic of the Philippines, Singapore, Chinese Taipei, Thailand, and the United States of America participated in the Meeting. Representatives of Chile, and the Pacific Economic Cooperation Council (PECC) were represented as observers. The APEC Secretariat was also represented.

2. The Meeting was Chaired by Mr. Eric Yendall of the Canadian International Development Agency.

**I Opening Remarks**

3. Mr. Yendall opened the meeting with a welcome to all member delegations in attendance. Mr. Yendall extended a special welcome to the representative from Mexico which had recently become a member of APEC. He also recognized the observer from Chile which is expected to become a full APEC member at the Sixth APEC Ministerial meeting in November 1994.

4. The Chair stated that this meeting would be important for setting the strategic direction for working group activities. The meeting would also provide an opportunity for addressing a number of initiatives emerging from the Leaders and Ministerial discussions of Seattle.

**II Adoption of Provisional Agenda**

5. The chair proposed that agenda item 4 be amended to include discussion of an Australian paper on the implications of the Seattle meetings for the HRD Working Group. The draft provisional agenda was adopted without additional modification.

**III Review of APEC Meetings and Implications for APEC HRD**

6. The Canadian delegation, in its role as lead shepherd, reviewed the salient points of recent APEC meetings including the 8th HRD Working Group meeting (May 1993), the Singapore Shepherds meeting (August 1993), the Seattle Senior Officials Meeting (November 1993) and the Seattle informal Leaders meeting (November 1993). This summary was intended as a reference for plenary discussions.

7. Members noted that the number of HRD-related initiatives were raised by Ministers and Leaders in Seattle and welcomed the paper submitted by Australia on the possible involvement of the HRD Working Group in those initiatives. Taking into account the expertise within the HRD Working Group and the number of related projects already underway, the HRD Working Group recommended to senior officials that the Working Group be considered as a resource for developing the HRD Seattle initiatives and proposing strategies for implementation. The Working Group looks forward to further advice from Senior Officials and Ministers on the nature of the HRD proposals presented in Seattle.

## V Review of Progress Of the HRD Networks

### A. Network for Economic Development Management

8. The NEDM Coordinator presented a report of their Network activities since the 8th HRD Working Group Meeting. The NEDM Coordinator also reported on a NEDM meeting held in Vancouver on January 24.

9. The meeting noted the considerable progress made by NEDM projects including those on Small and Medium Sized Enterprises (SMEs), gender equity in education, and industrialization and human resource development. The meeting also considered projects that will constitute the second phase of the priority areas of SMEs, gender and sustainable development. There was discussion of new projects on these key themes, and project proposals will be brought to the June HRD meeting. The NEDM Coordinator mentioned the progress of a number of National Lead Institutions in forming national sub-networks as an effective dissemination mechanism.

10. The meeting took note of the progress report.

### B. Business Management Network

11. The BMN Coordinator tabled a paper on progress on BMN activities since the 8th HRD Working Group meeting. The meeting noted the progress of eleven activities co-sponsored by three to seven national lead institutions. They are taking place in the priority areas of cross cultural management, management for sustainable development, and capacity building for management training. Of special note was a survey by New Zealand on the Capacity for Management Education in the APEC Region and a joint research project on Industrial Environmental Management. Both these projects are nearing completion.

12. The BMN Coordinator also reported on an informal meeting held between BMN members and US university representatives to discuss 1995 project pre-proposals and modes of cooperation.

13. The meeting took note of the progress report.

C. Human Resource Development for Industrial Technology (HURDIT)

14. The HURDIT Coordinator submitted a report on the progress of the HURDIT Network. The meeting took note of the progress of a number of HURDIT projects in particular, in the areas of the training needs of small and medium sized enterprises, working models of skills training and on-the-job training. The Coordinator emphasized that HURDIT work projects would increasingly be shaped by the policy process within APEC.

15. The meeting also took note of the results of plebiscites conducted throughout the HURDIT network concerning coordination of environment/sustainable development projects, small and medium size enterprise recommendations, the HURDIT deputy coordinator, and project proposals from the Philippines.

16. The meeting took note of the progress report.

D. APEC Education Forum

17. A report from the 3rd APEC Education Forum meeting held on January 24, 1994 in Vancouver was given by the Chair of the Education Forum.

18. The Education Forum Chair noted the significant progress made on a number of work projects. These projects respond to themes emerging from the Education Ministerial meeting that established the Forum. Projects included education statistics, mathematics curriculum and standards, use of technology in education, and a study of teacher training practices. The theme for the next Education Forum will be "Education and Training for Human Resource Development", with a focus on school to work preparation.

19. The meeting took note of the report.

E. Status of Rotation of Network Coordinating Institutions

20. The Network Coordinators reported to the meeting on the status of their planning for rotating the network coordinators.

21. The BMN Coordinator reiterated the progress he reported at the 8th HRD Working Group meeting. The representative of the Canadian Lead Institution has been elected by BMN members as Deputy Coordinator. Subject to agreement of the Working Group the Deputy Coordinator would assume the role of Coordinator of BMN at the Annual General Meeting that will coincide with the 10th HRD Working Group Meeting in Seoul. The meeting endorsed Canada as the next Coordinator of BMN.

22. The HURDIT Coordinator reported on the results of a plebiscite of network members on the issue of Deputy Coordinator. The representative from Chinese Taipei was the only member for whom both nomination and acceptance was received from the initial plebiscite. The plan is to phase in the succession over the course of the next twelve months. The meeting endorsed Chinese Taipei as Deputy Coordinator of HURDIT and approved the succession plan.

23. The NEDM Coordinator reported on efforts to recruit a Deputy Coordinator since the 8th HRD Working Group meeting. Despite considerable effort, the NEDM Coordinator was unable to announce a Deputy Coordinator at this time. The meeting agreed that the issue of Deputy Coordinator of NEDM would be taken up at the 10th HRD Working Group meeting in Seoul. The Korean delegate asked for members' support in soliciting a national lead institution to assume the NEDM Deputy Coordinator's role.

24. The Education Forum Chair announced that the Forum agreed with the principle of coordination established by the HRD Working Group. Given the Education Forum's relatively new status, the meeting agreed that it would return to the question of rotation of the coordinator at the Seoul meeting with a view to effecting the change in time for the Forum's third anniversary.

#### F. Coordination of Projects with an Environment Theme

25. In considering the paper submitted by Australia on the issue of coordination and the similar paper submitted by the HURDIT coordinator, the meeting endorsed an approach to coordination of the environmental projects which would include sequencing as well as other approaches to co-ordination. The three projects would take into consideration the findings of the other APEC HRD projects and the results of the APEC Environment Ministers meeting in Canada.

### VI Brief Review of Progress of Other Initiatives

#### A U.S. APEC Partnership for Education

26. The U.S. provided the meeting with a progress report on the U.S. APEC Partnership for Education. It was noted that the program has three components relating to University Partnerships, Outreach and Cooperative Education and Private Sector Training. Representatives reported on the cooperative education and outreach initiatives (e.g. Project ASPIRE).

27. As part of the U.S. delegation, a number of U.S. universities that operate under the program were introduced to Working Group members. The U.S. reported that these universities were informally exploring the initiation of 1995 work projects with the three APEC HRD network coordinators. The U.S. encouraged all delegations to meet with and explore mutual levels of cooperation with the U.S. university representatives.

#### B. Japan-APEC Partnership for Education and Training

28. Japan presented a progress report on its APEC Partnership for Education and Training. Japan noted that the companies joining the program would accept thirteen students from the APEC region who had graduated from colleges or other equivalent institutions in Japan.

#### C. University Mobility in Asia and the Pacific

29. Australia presented a paper on the progress of the UMAP initiative. A number of APEC members are participating in pilot programs. The fourth meeting of the UMAP reference group will be held in December at Osaka University hosted by the Japan Association of National Universities.

30. The meeting noted the progress of UMAP. It also noted the importance attached to the initiative by the Eminent Persons Group report.

#### D. Pacific Economic Cooperation Council HRD Outlook

31. The PECC representative reviewed developments since the 8th HRD Working Group meeting and reported on the PECC HRD Task Force meeting of October 1993 in Singapore. The theme of the meeting was Foreign Direct Investment and High Level Manpower. A tabled paper highlighted the flow of high skilled workers within PECC in line with increasing flows of FDI. To accommodate the need for accelerated technology transfer, occupational structure is changing from the use of expatriates toward employing higher skilled nationals. The PECC HRD research program will continue this theme in 1994-95.

32. The PECC representative reported that the 1994-95 PECC HRD Outlook would be published to coincide with the PECC 10th International General Meeting to be held in Kuala Lumpur on 22-23 March 1994.

#### **VII Report From the APEC Secretariat**

33. The Secretariat Liaison presented a report on Secretariat activities of interest to Working Group members. He announced the recent staff developments, the progress of the electronic networking initiative (ACDS), working group activities database, the status of the APEC Central Fund, and the Secretariat response to Working Group requests. The meeting noted that to-date there had been no disbursement of APEC central funds for HRD projects. They requested network coordinators to take appropriate action.

34. In terms of responses to Working Group requests, a paper on HRD activities of other Working Groups has been distributed and was tabled. Another paper on the value of HRD to APEC is in the 3rd draft stage with a target completion date for the Seoul Working Group meeting. Finally, a paper on APEC HRD Working Group Decisions has been completed and distributed. This was used in the drafting of the prototype Work Plan paper.

#### **VIII Number and Role of Shepherds**

35. Canada presented a paper on the number and role of Shepherds. The paper outlines three proposals on the number and role of Shepherds. The first proposal dealt with the role of the lead shepherd. The second and third proposals presented options for the term of the lead shepherd.

36. The meeting agreed on the roles and responsibilities of the lead shepherd. As the next lead shepherd, Korea will be responsible for reporting to the February and May Senior Officials Meetings. Korea may wish to request cooperation in this task from the current lead shepherd, Canada.

#### **IX Draft APEC HRD Medium Term Work Plan**

37. Canada presented a draft "prototype work plan". The paper takes a 3 year perspective on working group activities and places these in the context of recent Leaders, Ministerial and Senior Officials statements that have a bearing on HRD activities. It also places these activities in the context of the Eminent Persons Group report and the Working Group's Vision and Policy Statements. It further proposed that the work plan paper be updated annually and considered at the first Working Group meeting of the year. The responsibility for updating the work plan would rest with the lead shepherd.

38. The meeting welcomed the paper by Canada and endorsed it as a useful framework for working group activities. As the working group responded to Leaders, Ministers and Senior Official initiatives, it was agreed that the work plan should be amended accordingly. The current version of the work plan was endorsed by the meeting.

#### X APEC Vocational Training Program

39. Korea made a presentation on their proposed APEC Vocational Training Program that had been endorsed at the Seattle Ministerial meeting. The proposal envisions a program of training of technical instructors and skilled manpower, exchange of technical experts, establishment of a network of vocational institutes, and other cooperative ventures.

40. Members welcomed the program. They concurred with the importance of technical and vocational training for APEC members' further economic development and offered a number of constructive suggestions intended to assist Korea in the further articulation of the program. Members agreed that Korea should initiate the survey phase of the project with the participation of other interested members particularly the Philippines and Australia. Some members suggested the need to further clarify the scope, methodology, relation to existing international initiatives, role of the networks, and nature of financing arrangements.

41. For this purpose each member was asked to identify by the end of February a contact institution that could cooperate in carrying out the survey. Members looked forward to further guidance from the Senior Officials.

#### XI Discussion of Eminent Persons Group Recommendation for the Establishment of an APEC Education Program

42. The chair introduced the Eminent Persons Group recommendation for the establishment of an APEC Education Program. In introducing the program, the chair noted that the Seattle SOM recommended that working groups examine ways to incorporate the Eminent Person Group's recommendations into their work programs as appropriate. Australia suggested that the program may relate to the University Mobility in Asia and the Pacific program. Australia suggested that the UMAP which had been endorsed by the EPG could be widened and incorporated into the APEC Education Program.

#### XII Review of Key APEC Themes



43. Canada tabled two papers relating to sustainable development and HRD and Small and Medium Sized Enterprises and HRD. Canada noted that these papers were to act as discussion prompters in areas of senior official priorities. The papers reviewed the context of the issues and current APEC HRD activities in these areas. On the issue of sustainable development and HRD, Japan expressed its willingness to work in this area.

44. On the issue of SME's the meeting agreed to coordinate the Working Group activities with those of the Committee on Trade and Investment in this area. The responsibility for this coordination would rest with Korea in its dual capacity as Lead Shepherd and Chair of the CTI. The meeting agreed that Korea may wish to work with the HURDIT coordinator in this task.

### XIII Other Business

45. New Zealand will report to the 10th Working Group meeting regarding its interest in hosting the 13th HRD Working Group Meeting.

46. Canada gave a brief overview of the themes being considered for discussion at the APEC Environment Ministerial in Vancouver in March 1994 and noted the preparatory meeting for this in February 1994 in Jakarta. Canada noted the discussions and papers presented earlier in the meeting and agreed to incorporate them into a discussion paper on "APEC and the Environment".

#### XIV Date and Venue of the Next HRD Working Group Meeting

47. Korea announced that the 10th HRD Working Group Meeting will be held in Seoul Korea June 15 - 16 at the Shilla Hotel. The annual meetings of the Education Forum and the networks will be held on June 13 and 14.

48. The meeting expressed its sincere appreciation to Canada for their excellent arrangements.