



**Asia-Pacific  
Economic Cooperation**

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Session 2

## **Talent Mobility in Thailand and Its Challenges**

Submitted by: National Science Technology and Innovation Policy  
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# Talent Mobility in Thailand and its challenges

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## The importance of talent management



Klaus Schwab,  
Founder and Executive Chairman,  
World Economic Forum,  
2011

*“The success of any national or business model for competitiveness in the future will be placed less on capital and much more on talent. We could say that the world is moving from capitalism to ‘talentism’.”*

The importance of the mobility of human resources for science and technology (HRST) stems from two dimensions of knowledge creation: formal (codified) knowledge and the diffusion of tacit knowledge (OECD, 2008). Not only does the mobility aid in the production and dissemination of codified knowledge, it is also an important means of transmitting tacit knowledge.

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There is a lot of demand for researchers.

**R&D Center**



TNCs



Large Local Firms

**Private-Sector Science Parks**



Science City



Eco Town

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Source: STI

**But**

**The 83% of research personnel in Thailand work for governmental agencies and higher education institutions.**

Institutions	Number of researchers
Governmental research institutes	6,368 (17%)
Higher education institutions	23,867 (66%)
Private sector	6,041 (17%)
<b>Total</b>	<b>36,276 (100%)</b>

Between 2008 and 2009  
Source: STI

**Moreover**

**Few companies have any linkages with governmental agencies and higher education institutions.**

**In a survey conducted by STI (2008), among 3,314 companies, 90% of them replied:**

- “have no any linkages with governmental research institutes” or
- “have no any linkages with higher education institutions”

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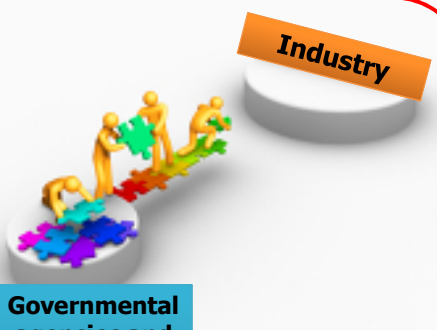


**Higher education in Thailand still doesn't have a clear criteria and incentives to motivate academics to work with industry.**

**The existing rules and regulations do not encourage academics to work with the industry.**

## Talent Mobility Program in Thailand

Mobility program is a project aims to facilitate the mobility of researchers in governmental agencies and higher education institutions to industrial sector. Ideally, the researchers have to work full-time with the industry for 1-2 years



Governmental agencies and higher education institutions

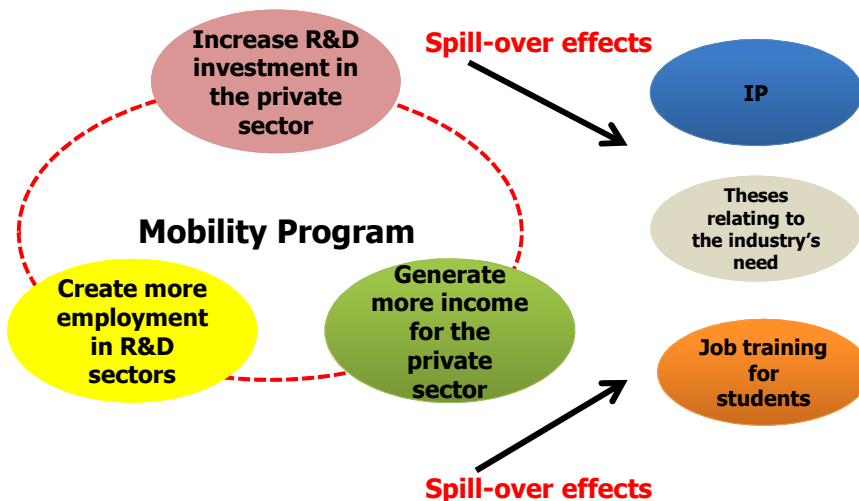
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### To create linkages between

- Researchers in governmental agencies and university researchers in higher education institutions
- Industry

## Expected outcomes



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## Challenges

- Almost all academics and governmental researchers agreed with the project, but it was hard for them to work full time.
- Some academics were afraid that their career path might be affected by joining the project.
- Conflicts of interests between the private sector and governmental agencies and HE institutions

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Cooperative mindset

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ขอบคุณครับ  
**Thank you : )**



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