



PECC HRD TASK FORCE SYMPOSIUM
“The Impact of Globalization and Human Capacity Building”
Yunlin, Chinese Taipei
October 15-17, 2002

SUMMARY REPORT

The PECC Human Resource Task Force held a symposium on “The Impact of Globalization and Human Capacity Building” in Yunlin, Chinese Taipei, 15th to 17th October. International Coordinator Dr. Tsong-ming Lin planned the event to be an opportunity for tripartite representatives to share their experience and learn from the best practices of members.

Participating economies included Australia, Canada, China, Indonesia, Japan, Korea, Mexico, New Zealand, Chinese Taipei and United States of America. APEC HRD WG Lead Shepherd Dr. Jeong Taik Lee also graced the occasion. More than one hundred participants from the industry, government and academia attended the symposium.

The symposium, sponsored by CTPECC, discussed the theme in four aspects: a) Enhancing the Capacity for Industrial Restructuring; b) Highlighting the Culture Industry in the process of Globalization; c) Nurturing Human Resource for SME; and d) HRD and High Value-added Technology. Keen participation has generated new insights and constructive recommendations which will be presented in the upcoming PECC Coordinating Group Meeting at Vancouver.

The four sub-themes were covered by 17 presentations on issues pertinent to individual economies. The sessions were chaired by Dr. Webster Wei-Ping Kiang, Director General, Confederation of Asia-Pacific Chambers of Commerce and Industry, Dr. Mignon M.J.

Chan, Deputy Director General of CTPECC, Dr. Tsong-Ming Lin, and Dr. Chih C. Chao, Senior Advisor, Industrial Technology Research Institute, respectively.

On industrial restructuring, the recommendations were for the government to make effective use of public resources, update labor market policy-making, and provide education and training to help people more employable, productive and internationally competitive. The industry is to strive for a cost-benefit training framework better forecasting of HRD needs and assessment while the academia foster creativity and seek closer academics-industry collaboration. PECC and APEC may work upon their tripartite base to provide linkage between MNCs and member economy governments to provide quality vocational and training programs specific to the local needs.

On the culture industry, the call is for governments to consider the diverse dimensions of cultural economy and to increase its economic share as alternative growth strategies. The industry is urged to adopt global market orientations and strategies, and use the Internet and modern technology for production, product promotion and industrial networking. Correspondingly, an “innovative culture” should be developed in the traditional industry.

On nurturing human resource for SME, government plays an essential role in providing institutional framework to sharpen competitiveness as well as link industry, training and research. Firms must have effective personnel assessment and recruitment, and be well informed in market trends, modern technology and management know-how. The academia should promote lifelong learning and nurture seed-teachers in HR development and management to help training in the industry. For PECC, the recommendation is for it to facilitate the flow of goods, people, money and information across national borders by SMEs and institute the supporting structure with the joint efforts of member economies.

The HRD and high value-added technology discussion highlighted the government’s role in helping make innovations commercially viable, enforcing IPR, providing incentives for lifelong learning and an environment for high returns on human capital investment. The industry requires highly qualified people who can span innovation and application; boundary crossing and a business approach stressing high yield rather low cost. Suggestions for the academia include target-oriented research, specialization in universities and industry-oriented curriculum design.

Following the symposium was an International Advisory Group Meeting, which was

attended by representatives from Australia, Canada, China, Indonesia, Japan, Korea, Mexico, New Zealand, Chinese Taipei and United States of America. Members are to explore feasibility of working with member economies tripartite structure, APEC and others. Some IAG members indicated that project results should keep the interest of the APEC members and their wish to take up some sponsorship on the four sub-themes. They noted the need to match budget reality with project proposals, emphasize policy goals and implementation, address relevant needs of member economies in the HRD projects and include like-interests economies. Chinese Taipei was asked to continue the Coordinator's role in the HRD Task Force. IAG members will discuss the date and venue for next year's meeting after the Vancouver meeting and potential sponsor's input.

Participants also took a field trip to the No. 6 Naphtha Cracking Plant of Formosa Plastic Inc. for a glimpse of private-sector efficiency and effective management. The facility, built on land reclaimed from the sea and providing thousands of job opportunities for the region, was noted for its high safety standards.

APPENDIX

Event: PECC HRD Task Force Symposium on “The Impact of Globalization and Human Capacity Building”

Venue: Yunlin, Chinese Taipei

Date: October 15-17, 2002

Organizer: PECC HRD Task Force

Sponsor: CTPECC

Participating economies: Australia, Canada, China, Indonesia, Japan, Korea, Mexico, New Zealand, Chinese Taipei, United States of America

Purpose of symposium: Experience sharing among tripartite representation and mutual learning from the best practices of member economies.

Program:

October 15 –16: Presentation of papers

October 17: International Advisory Group Meeting

Field trip to the No. 6 Naphtha Cracking Plant, Formosa Plastic Inc.

Sub-themes:

- 1) Enhancing the capacity for industrial restructuring
- 2) Highlighting the Culture Industry in the Process of Globalization
- 3) Nurturing Human Resource for SME
- 4) HRD and High Value-added Technology

Presentation:

1) Enhancing the Capacity for Industrial Restructuring

Chair: Dr. Webster Wei-Ping KIANG, Director General, Confederation of Asia-Pacific Chambers of Commerce and Industry (CACCI), Chinese Taipei

- a) **Topic:** Enhancing Capacity of Industrial Restructuring in the Process of Globalization: South Korean Case: Lessons and Challenges

Presenter: Dr. Jeong Taik LEE, Senior Fellow, Korea Research Institute for Vocational Education and Training, Korea

- b) **Topic:** Skill Shortages, Training Needs and HRD Strategies of MNCs in APEC Member Economies

Presenter: Dr. Charles W. STAHL, Associate Professor, School of Policy, Faculty of Business and Law, University of Newcastle /University Drive, Callaghan; Research Associate, Center for Asia Pacific Social Transformation Studies, Australia

- c) **Topic:** The Economic Development Function of Public Research Universities: An Overview of the Development of SIU

Presenter: Dr. Walter V. WENDLER, Chancellor, Southern Illinois University Carbondale, The United States

- d) **Topic:** Releasing the Bottlenecks of Talent Shortage in Taiwan

Presenter: Dr. Yun-Peng CHU, Research Fellow, Sun Yat-Sen Institute for Social Sciences and Philosophy, Academia Sinica, Chinese Taipei

2) **Highlighting the Culture Industry in the Process of Globalization**

Chair: Dr. Mignon M.J. CHAN, Deputy Director General, CTPECC; Director, Division of International Affairs, Taiwan Institute of Economic Research (TIER), Chinese Taipei

- a) **Topic:** Cultural and Local Economy in Contemporary Taiwan

Presenter: Dr. Chi-Nan CHEN, Minister without portfolio, Chinese Taipei

- b) **Topic:** The Unconscious Structural Properties of Aesthetic Shapes Produced by Hand- Beam of Japanese Shrines: Relationship between the Decoration Patterns of Sculptures and the Latent Dynamic Characteristics

Presenter: Dr. Mitsunori KUBO, Assistant Professor, Department of Design and Architecture, Faculty of Engineering, Chiba University, Japan

- c) **Topic:** Community-based Industry in Indonesia: Cultural Identity or Responsibility

Presenter: Dr. DUDY Wiyancoko, Head of Product Design Programme, Department of Design, Bandung Institute of Technology, Indonesia

- d) **Topic:** Activating the Nishijin Designing Industry

Presenter: Dr. Toshio MITSUHASHI, Professor, Department of Environmental Design, Faculty of Human Environment, Kyoto Prefectural University, Japan

3) **Nurturing Human Resource for SME**

Chair: Dr. Tsong-Ming LIN, Coordinator, PECC HRD Task Force; President, National Yunlin University of Science and Technology, Chinese Taipei

- a) **Topic:** Human Resource Development for Small and Medium Enterprises

Presenter: Dr. Sun-Quae LAI, Director General, Small and Medium Enterprise

Administration, Ministry of Economic Affairs, Chinese Taipei

- b) **Topic:** Human Capacity Building in SMEs: Trends and Challenges in Japan
Presenter: Dr. Dennis S. TACHIKI, Professor, Faculty of Business Administration, Tamagawa University, Japan
- c) **Topic:** Institutional Intervention in the Micro-Enterprises and Small Businesses of Guadalajara's Shoe Industry
Presenter: Ms. Diana Elena SERRANO CAMARENA, Researcher, Department of Pacific Studies, University of Guadalajara, Mexico
- d) **Topic:** How to Find Suitable Staff in Mainland for SME
Presenter: Ms. DAI Qinghua, Vice Director, Enterprise Consultative Office, CNCPEC HRD Sub-Committee, China
- e) **Topic:** The Application of Modern Human Resource Assessment Techniques in Chinese Enterprises
Presenter: Dr. SU Yonghua, Director, Assessment Center, China Star International Economic and Technical Cooperation Shanghai Branch, China/ Mr. LIANG Mengquan, General Manager, China Star International Economic and Technical Cooperation Shanghai Branch, China

4) HRD and High Value-added Technology

Chair: Dr. Chih C. CHAO, Senior Advisor, Center for Environmental, Safety & Health Technology Development, Industrial Technology Research Institute (ITRI), Chinese Taipei

- a) **Topic:** Human Capacities and Economic Development: Stories from Canada – Demand
Presenter: Dr. Harvey SCHIPPER, Professor, University of Toronto, Canada
- b) **Topic:** Human Capacities and Economic Development: Stories from Canada – Supply
Presenter: Dr. Harry SWAIN, Formal CEO of Hambros Canada, Formal Deputy Minister of Industry Canada, Formal Deputy Minister of Indian Affairs and Northern Department, Canada
- c) **Topic:** HRD and Taiwan's Move Towards a Knowledge-based Economy
Presenter: Dr. Joseph S. LEE, Dean, School of Management, National Central University, Chinese Taipei
- d) **Topic:** Feedforward, Not Feedback: Preparing High Tech Talents Tomorrow Today
Presenter: Dr. James WU, Vice President, TFT Business Unit, Chunghwa Picture Tubes Ltd., Chinese Taipei



PECC HUMAN RESOURCE DEVELOPMENT TASK FORCE
International Advisory Group Meeting
Yunlin, Chinese Taipei
October 17, 2002

SUMMARY REPORT

Acting Chair

Dr. Mignon Chan (Community Building Forum IAG member of CTPECC), on behalf of
HRD coordinator Dr. Tsong-Min Lin

Participating Economies

Australia

Canada

China

Indonesia

Japan

Korea

Mexico

New Zealand

Chinese Taipei

United States of America

Discussion

Outline of the Symposium

- A Chair's summary report on the symposium will be drafted based on the agreed format, and circulated in two weeks to all participants and IAG members as well as all member economies' secretariats for confirmation.
- Dr. Lin will proceed to report to the PECC Coordinating Group Meeting in mid-November at Vancouver once the IAG approved the report.

Sponsorship for Task Force Project

- IAG members are to consult with their PECC committees in terms of topics and activities of their interest about the HRD Task Force and its sub-themes for the upcoming mid-Nov. Standing Committee this year.
- Members are to explore feasibility to work with member economies, tripartite structure, APEC and others.
- Some IAG members indicated that Task Force projects should keep the interest of the APEC members and they wish to take up some sponsorship on the four themes (Industry Restructuring, Culture Industry, SMEs and High-Value Added) and discuss further after the Vancouver Standing Committee Meeting.

Member Economies' Report

- concrete and focused deliverables for the 2003 PECC International General Meeting, in addition to potential deliverables into APEC, WTO and other processes;
- matching budget reality with project proposals;
- emphasizing policy goals and implementation;
- addressing needs/demand for member economies in the HRD projects and including like-interests economies;
- Chinese Taipei is asked to continue the Coordinator's role in the HRD Task Force.

The Next HRD Task Force Meeting

- IAG members will discuss the date and venue for next year's meeting after the Vancouver meeting and potential sponsor's input.
- Some potential hosting possibilities have been voiced pending later confirmations.