



Planning Prosperity Together

Emerging Trends in Industry-Institution Linkages in Asia Pacific Region



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“When move your focus from competition to contribution life becomes a celebration. Never try to defeat people, just try to win their hearts.”



- Gautam Buddha

Presentation outline

Introduction

Global Trends of Labour Market

Examples of Industry-Institution Linkages

Challenges for Industry-Institution Linkages

Conclusions

Way Forward

Introduction

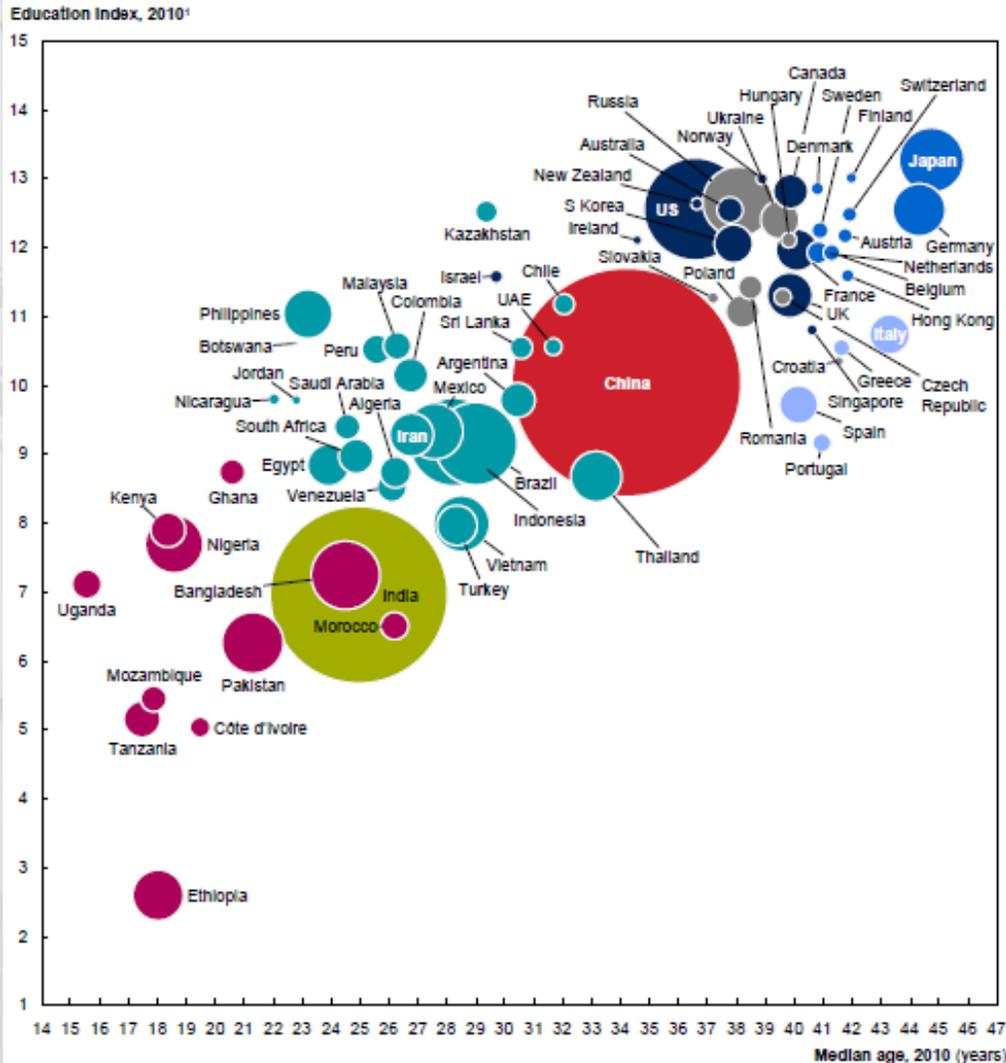
The bilateral activities done by Industry and Polytechnic Institute to implement TVET Programs is called Industry-Institution linkages. Basically activities done in 3 stages.

1. Pre Program
2. During Program and
3. Post Program

Benefits of the Industry –Institution Linkages

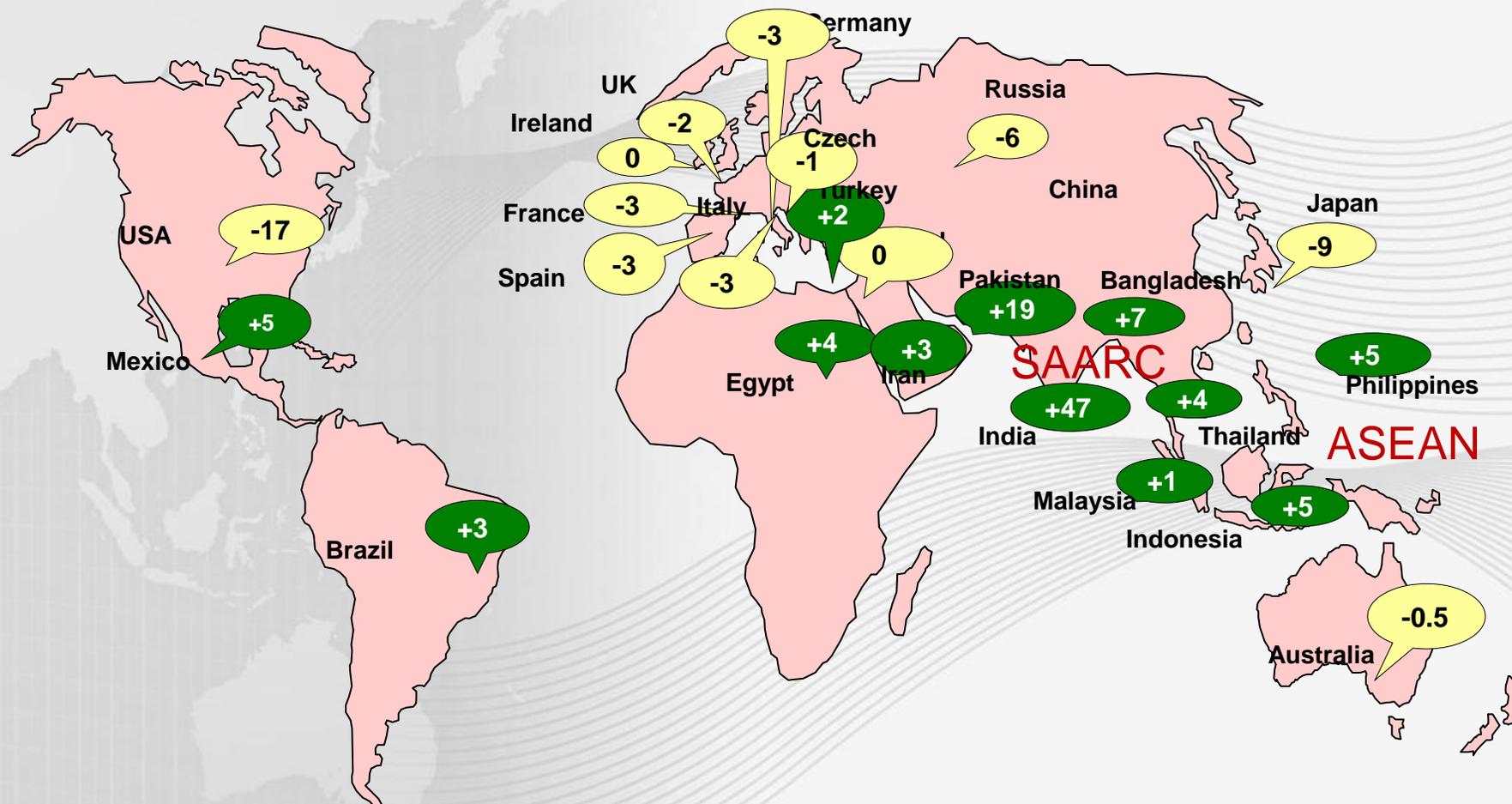
- Enhance the efficiency and quality of the TVET Programs
- Bridging the gaps of competencies between industries expectations and institutions delivery
- Industry benefits by receiving academic inputs and skilled workforce with very less amount of remuneration.

A Global Skills Labour Market Trends



- **1980-2010** global labour rose 1.2 billion to 2.9 billion – set to grow another 600 million to reach 3.5 billion by 2030
- **Globalisation and technological** change – 1.1 billion non-farm jobs created in developing economies
- **Skills mismatch** between labour supply and employer demand
- There will be a global **shortfall** of 85 million high and medium-skilled workers by 2020
- Two **fundamentals** for growth: skills development + job creation

Potential Surplus Working Age Population 2020 (millions):



Source: U.S. Census Bureau, Boston Consulting Group analysis – ratio of working-age to total population kept constant

Areas of Collaboration

Types of Collaboration

General

- Participation in seminar/workshops
- Technicians as a practical trainer (Guest)

- Participation in academic input
- Provide planning and managerial input

Instructional

- Provide instructors (Practical and Entrepreneurial)
- Involve in Course design and program evaluation
- Provide venue for OJT/Internship

- Provide in service training for Industry staff

Resource Sharing

- Provide labs and workshops for practical lessons
- Financial support for staff training, scholarships, medals, awards

- Provide facilities for industry

Joint Project

- Conduct joint projects such as enterprise, training, product development, CSR activities
- Carry out research on green technology, new product, market etc

Industry

Institute

Issues and Challenges of Skilled Workforce Development

- Mismatch between demand and supply
- Lack of social and entrepreneurial skills
- Lack of competencies for Asia Pacific and Global Employment
- Weak Collaboration with Industries



Examples of Industry-Institution Linkages

Singapore:

SP School of Mechanical and Aeronautical Engineering (MAE) has developed strong and close partnerships with industries through successful collaboration in R&D and industrial projects.

The MAE R&D and Consultancy Division consists of specific technology groups, funded research projects, and consultancy projects with industries.

Roles of MAE R&D and Consultancy Division:

- To provide applied R&D expertise and resources to local industries to develop commercially solutions and products to move up the value chain.
- To engage students in real-life application and to encourage students to creatively apply concepts to practical problems in terms of CDIO and applied learning frameworks.

Source: <http://www.sp.edu.sg>

Singapore

The five local polytechnics and Singapore FinTech Association (SFA) have come together to plan a slew of programmes that will cultivate students' passion and talent in fintech.

Their aim: To develop a strong talent pool trained in financial technology that will help Singapore become a smart financial centre.

For that purpose, the five polytechnics and SFA announced on Wednesday (Feb 1) that they have signed their first memorandum of understanding (MOU) to deepen collaboration between educators and the fintech industry.

Commercial Apprenticeship Program Asia-Pacific (CAPAP) by Siemens

Program Highlights

- CAPAP 2017 to kick off in July 2017
- 12-Month program for new selected commercials in the ASEAN countries
- 2 Theoretical Phases in 2 different countries
- 3 Practical Phases right after the theoretical blocks
- Interaction with international teachers and highly qualified employees
- High profile personal mentor who leads through the program



Collaboration in Apprenticeship Training

Sri Lanka: NAITA and Industry

South Korea: Industry and HRD Korea

Philippines: Dual Tech Model

Malaysia:

Why the Mercedes-Benz Advance Modern Apprenticeship Programme?

The Mercedes-Benz Advanced Modern Apprentice Programme gives you:

- A career to put you alongside some of Malaysia's brightest young talent
- A career with one of the world's most prestigious companies
- A chance to earn while you learn



Mercedes-Benz are searching for bright and ambitious young stars to join their Apprenticeship Programme to train as a Passenger Car Technician for the extensive dealer network in Malaysia.

Incubation Fund: India

With an aim to strengthen the industry-academia tie-up, the MHRD has taken steps for setting up of an ‘incubation fund’.

The All India Council for Technical Education (AICTE) also has initiated a scheme where one crore rupees will be provided for starting an incubation centre on the campus if there are matching grants available from the industry.

The institute need to provide about 2500 – 3000 sq ft on the campus for this to happen. Cluster colleges can also participate in this. Research parks, like, IIT-Madras.

Collaboration for On the Job Training

Nepal: MoU between Polytechnic Institute and Industry for 10 years, 5 years, 2 years)

Pakistan, Bangladesh, India, Sri Lanka: Very good practice of OJT

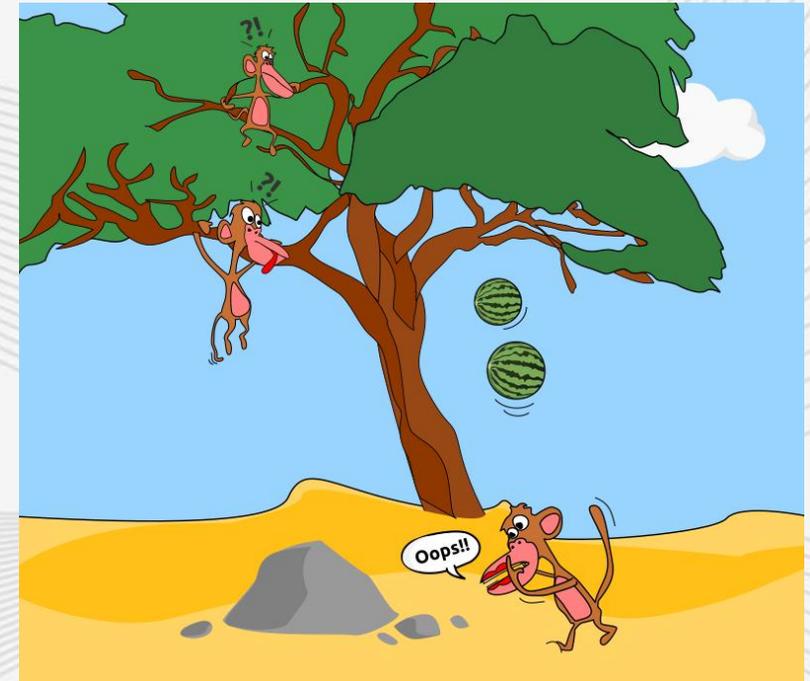
Thailand, Philippines: Strong MoA between both parties

Workshops/Labs Established by Industry

- By Samsung: Most of the country
- By Hyundai: Korea, Malaysia
- TATA: India

Challenges for Linkages

- Match between both side expectations
- Personality Vs Institutional relations
- Resources sharing
- Scheduling : Match appropriate time for both
- Lacking public relation competencies (Networking)
- Industrial Culture : South Asian Tendency





Planning Prosperity Together

Video

The Industry Collaboration: Barangaroo Skills Exchange

Conclusion!

**Without involving industries in skills development program
is
one way traffic having no destination**

Therefore,

**Collaboration between industry and polytechnic institute is a
perfect mix to develop skills for global competitiveness.**

Way Forward

Pre –Course Stage

- Research on Labour Market
- Involve Industry in curriculum development process
- Industry and Institution visit by both parties

During Course Stage

- Exposure visit to industry
- Guest Lecturer from Industry
- OJT/Internship
- Apprenticeship Course
- Simulation workshop/Labs by industry

Post Course Stage

- Industrial exposure
- Job Fair with industry
- Support through career counselling center
- Link with FIs

Thank You!

