Human Resource Development for the Changing World of Work in ASEAN
January, 14, 2020
Prof. Dr. Dieter Euler
What to build on?

Regional Workshop
Ha Long Oct 14-15, 2019
9 substantial paragraphs

Zero Draft
ASEAN Declaration on HRD
for the Changing World of Work

Appraisal – elaboration – finetuning - structuring

Regional Meeting
Vinh Phuc Jan 14-15, 2020
Overview

1. Clarifications:
   Future(s) of work …
   Human Resource Development & TVET

2. Zero-Draft:
   Suggestions to make a good document even better!

3. Conclusion
Digital Technologies matter!
But how?
Failed innovations: Microwave ...

1947

Today
Pictures on future of work in 1900 ...

Jean Marc Coté (1900)
Flying postman
Future(s) of work – what most studies suggest …

Creative Work

Routine Work done by people

Routine Work done by machines

Complex problem-solving in technology-rich environments

Self-organised learning

Entrepreneurial skills

Social skills

Creating

Innovating

Evaluating

Critical thinking

Analyzing

Applying

Understanding

Remembering

High-order cognitive skills

in more developed economies

in less developed economies
Future(s) of work – first conclusions ...

1. There is certainty about change – along with uncertainty about the pace and modalities of change!

2. Digital technologies are a major driver of change – but they don’t determine the future!
Future(s) of work – first conclusions ...

3. Change processes differ between countries, economic sectors, companies and occupations – demand for high-order and transversal qualifications increases!

4. Lifelong Learning is more important than ever!
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   Suggestions to make a good document even better!

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### Concepts to address the future of work: HRD ...

**People are motivated by ...**

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**Additional Motivations**

- + career prospects
- + challenging work assignments
- + job promotion opportunities

### Work-Based Learning

- **(Re-)Skilling**
- **(Dual) TVET**
Overview

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Suggestions to make a good draft even better: Structuring operational paragraphs along LLL stages

Basic Education  iTVET  cTVET  Higher Education

Overarching areas of action

HRD in Organizations

Zero Draft
ASEAN Declaration on HRD for the Changing World of Work
Suggestions to make a good draft even better: Considering some additional issues...

- Secure minimum standards for all in numeracy, reading comprehension, speaking, writing skills
- Promote learning motivation, learning strategies, learning to learn
- Increase motivation and skills in STEM
- ...
Suggestions to make a good draft even better: Considering some additional issues ...

- Promote demand-driven iTVET programs
- Engage private sector in the development and implementation of internships and apprenticeships
- Secure quality of infrastructure, learning material and teaching and training personnel
- Utilize opportunities to implement programs along a dual education approach
- Integrate high-order and transversal skills in curricula

• ...
Suggestions to make a good draft even better: Considering some **additional** issues ...

- Introduce flexible training models
- Promote the recognition, validation and accreditation of prior learning
- Address needs of informal business sectors
- Make online learning opportunities and open sources widely accessible
- ...

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Suggestions to make a good draft even better: Considering some \textit{additional} issues ...

- Support vertical mobility and pathways from TVET to HE
- Promote demand-driven programs in HE
- \textbf{Transfer academic knowledge into practice}
- \textbf{Promote incubators of innovations and entrepreneurship}
- \textbf{...}
Suggestions to make a good draft even better: Considering some **additional** issues ...

- Promote business models that incorporate re-skilling and up-skilling of workers
- Improve career progression of TVET graduates
- Support professionalization of HRD in SME
- Actively engage business sector in development and operation of TVET programmes
- …
Suggestions to make a good draft even better: Considering some **additional** issues ...

- Cultivate a learning culture in societies and raise awareness on the importance of HRD
- Improve reputation of TVET
- Create an enabling policy environment
- Adopt a human-centred approach in HRD
- Support leadership of business and TVET institutions on HRD
- Improve access to and quality of labour market information
- Establish a pool of funds
- Improve access to and quality of HRD for SME, vulnerable groups, etc.
- **Increase / support engagement of private sector in HRD / (dual)TVET**
- ...
the end

the beginning