



**Asia-Pacific  
Economic Cooperation**

**Advancing** Free Trade  
for Asia-Pacific **Prosperity**

# **SCE Fora Assessment: Human Resources Development Working Group, 2018**

**APEC Human Resources Development Working Group**

July 2018



**Asia-Pacific  
Economic Cooperation**

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**July 2018**

APEC Project: SCE/SA/2018

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## EXECUTIVE SUMMARY

### The Standardized Program

In 2017, Sustineo Pty Ltd., under contract with the APEC Secretariat, produced a Standardized Program for SCE Fora Assessment. The final report was accepted by economies, and sets out a highly standardized system for conducting assessments. The report's approach is fundamentally different from the way assessments have been carried out in the past. First, the process is led by the Assessment Team, which consists of the past and current Chairs of SCE, and the current Deputy Chair of SCE, together with volunteers from other economies. The Assessment Team is responsible for making recommendations and proposals in relation to the fora, as well as for consulting directly with economies.

Developing Trade Consultants (DTC) has been engaged by the APEC Secretariat to act as the Contractor for the 2018 fora assessments. Pursuant to the Standardized Program, DTC's role is not to act as an independent assessor or to usurp the recommendation and proposal making role of the Assessment Team, but instead "to extract and collate publicly available quantitative data and selected internal sources" (Standardized Program). As Contractor, DTC will supply data and indicators to the Assessment Team through the present report and its companion reports for other fora. Our understanding of the Standardized Program is that the Contractor's role is limited to data collection and presentation, so we have generally refrained from offering opinions and assessments, conscious that that is the role of the Assessment Team. We have highlighted data only to draw simple conclusions based on descriptive statistics, or to highlight cases where use of statistics (like averages) would be uninformative (for instance, due to very small sample size).

The Sustineo report has been made an Annex to the contract between the APEC Secretariat and DTC, and as such is directly legally binding upon us. Since the report includes a highly prescriptive template for preparation of the Contractor's report, we have endeavoured to follow that template as closely as possible. We would encourage the Assessment Team to work with economies to ensure that the template is as useful as possible, but our belief is that only economies are in a position to substantially alter the Standardized Program or the template. Under the Program, and our contract, that is not DTC's role. In a separate document submitted at the end of the 2018 assessment exercise, we will provide our comments on the Standardized Program from the contractor's point of view, and will note data issues that could be improved over time. However, we note at the outset of this report that despite the best efforts of all concerned, the Sustineo report appears to be highly optimistic in areas like data availability, record keeping, and the ability to garner responses to online surveys.

At the outset, we wish to thank the Secretariat, and in particular the Project Managers Mr. Bernard Li and Ms. Renee Watkins, as well the HRDWG Program Director, Ms. Anais Kedgley Laidlaw, for their exemplary cooperation with the data gathering component of this assessment, as well as for their helpful comments on our draft report. This exercise is being conducted for the first time and requires considerable input from the Secretariat. They were consistently cooperative and helpful. We stress, however, that in the area of documentation, record-keeping practices are inconsistent across economies, which in turn makes it difficult to review projects rigorously. Second, response rates to our surveys have been low, despite our best efforts and those of the Secretariat in terms of sending follow up and reminder emails to delegates and guests. In light of our previous experience with APEC fora and surveys, this is not a surprising result. However, it creates problems for the data gathering aspect of this assessment, given the strong reliance the Standardized Program places on survey data. Samples are small and averages should be interpreted with appropriate caution.

## Methodology

In light of our brief as Contractor under the Standardized Program, we have focused on collecting data from sources like the APEC meeting database, as well as through direct exchanges with the Secretariat. We have analysed those data using standard statistical techniques, and have presented them in tables and graphically, as set out in the report template included in the Sustineo report. In addition, we have reviewed key forum documents, as identified by the Standardized Program.

Some parts of the Standardized Program require the collection of data, including survey information, on specific projects conducted under the auspices of a forum. APEC fora differ markedly in the number of projects economies propose and subsequently implement. In addition, the assessment period is in principle up to four years. We believe it is unreasonable to ask delegates or guests to provide detailed information on many projects in the case of fora that are particularly large or active. Moreover, it is unlikely that participants will have a detailed memory of an event up to four years previously, which means that survey data would be highly unreliable. In consultation with the Secretariat, we have therefore chosen to zoom in on four to six projects per forum, both to limit the response burden on delegates, and to have some degree of comparability across fora. Similarly, we have limited the period under consideration to 2016 to 2017, both to ensure accurate responses to survey questions, and to provide a common base of assessment for the four fora we have been retained to consider this year.

In collecting data on individual projects completed under the auspices of this forum, we have used directed sampling not random sampling, in line with the Standardized Program. After consultation with the Secretariat, however, we have not sampled the largest projects in dollar terms, as suggested by the Standardized Program, but instead those for which the Secretariat was able to provide the most complete documentation. We understand from the Secretariat that project documentation is frequently not complete. Rather than select a large number of projects and then frequently report that data are missing or incomplete, we chose to focus on a small number of projects with the aim of presenting the most complete and comprehensive data possible for those projects, as indicators of broader trends.

As part of the data collection process, we have administered two surveys: one to delegates, and the other to guests and other participants in forum activities. Each survey was administered online, with potential respondents contacted by email multiple times. Each survey consists of two parts: one that addresses general issues about the forum, and the other that deals with particular projects, selected as above. Respondents are asked to respond to declarative statements on a Likert scale, i.e. ranging from one (strongly disagree) to five (strongly agree). We have then averaged those responses to provide the data points included in the relevant parts of this report. For HRDWG, we received 26 responses from delegates (even though economies were asked to submit a single response only), and for guests and others, we received two responses from 26 people contacted. The low number of respondents for the guests and others survey is attributable to the difficulty of identifying participants' email contact details from the documentation we had access to.

## Key Findings

HRDWG has all of its basic documents in place. All economies belong to the forum. Meeting attendance is strong, averaging just over 80% of the total number of member economies. Participation by female delegates is very strong: they account for, on average, nearly 55% of the total number of delegates at recent HRDWG meetings.

HRDWG is an active forum, with 11 APEC-funded projects and 33 self-funded projects since 2016.<sup>1</sup> The below table summarizes this information. Based on our own analysis, we find that both the forum's strategy documents and the projects selected for more detailed review align well with Leaders' Growth Strategy, and ECOTECH's goals.

**Table: Concept Notes, Projects and other Initiatives Commenced**

Key information	Data Code	Data	Source
Time in years since the last assessment	T1	4	11
Number of Concept Notes submitted by this forum for the period of 1 Jan 2016 to 31 Dec 2017	C1	35	Secretariat
Number of APEC-funded projects started since the last assessment	C2	11	Secretariat
Total budget of the new projects funded by APEC since the last assessment	C3	\$1,037,907.00	4
Number of new projects since the last assessment that have been self-funded	C4	33	Secretariat
Total budget of the new projects funded by economies since the last assessment	C5	\$2,267,695.00	4
Total number of new projects since the last assessment that have been funded by either APEC or economies	C6	44	Secretariat
Total number of projects that the forum currently is managing	C7	36	4

We also examined key indicators of project outputs over time, as summarized in the following table. They reinforce the view that HRDWG has been active, and that its outputs are found useful by the broader APEC community. Involvement of women both as event participants and, particularly, as speakers is notable.

<sup>1</sup> To ensure comparability across fora, we have adopted 2016-2017 as the relevant baseline period, rather than "since the last assessment", which is different for every fora.



**Table: Summary Indicators of Project and Initiative Outputs**

<b>Indicator No.</b>	<b>Indicator Description</b>	<b>Steps to generate</b>	<b>Answer</b>
15	Number of project reports completed per project	Divide P1 by P2 (Table 8)	0.67
16	Average downloads per published report	Divide P3 by P2 (Table 8)	1675
17	Average number of events per project	Divide P1 by P2 (Table 8)	0.5
18	Average number of economies per event	P8 (Table 8)	12.75
19	Average number of recommendations agreed per project	Divide P12 by P2	62.50%
21	Average percent female events participants	Divide P7 by P6 (Table 8)	41.59%
22	Average percent of female speakers at these events	Divide P11 by P10 (Table 8)	65.12%

An important part of our data collection efforts is the administration of online surveys to delegates, as well as guests and others. Surveys ask directed questions with answers provided on a Likert scale ranging from one (“strongly disagree”) to five (“strongly agree”). Interestingly, surveyed delegates agree (four) on average with the propositions that the projects selected for further analysis are relevant and have increased knowledge, but scores on implementation plans, engagement, and use of project outputs in future work are between “neither agree nor disagree” (three) and “agree” (four), which is a lower level of endorsement.

**Table: Project/Initiative Outcomes – from Economies**

<b>Key Information</b>	<b>Data Code</b>	<b>Data</b>
Number of delegate/economy surveys issued	O1	21
Number of delegate/economy surveys returned <sup>2</sup>	O2	26 <sup>3</sup>
Name of project/initiative selected for this question		Global Competencies and Economic Integration; Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region; Healthy Women, Healthy Economies Leadership Conference; Education for Quality Growth.
Project/initiative has increased member economies' knowledge of the topic (Delegates survey, averaged over responses)	O3	4.01
Project/initiative is relevant to member economies	O4	4.04
Economies plan to implement the majority of recommendations from the project/initiative (Delegates survey, averaged over responses)	O5	3.71
Experts were engaged in this project/initiative (Delegates survey, averaged over responses)	O6	3.75
Industry was engaged in this project/initiative (Delegates survey, averaged over responses)	O7	3.52
The forum is using the findings of this project/initiative to help develop its future work plan (Delegates survey, averaged over responses)	O8	3.86

By contrast, the small number of guests and others who responded to the survey—too few for the results to be statistically meaningful—generally indicated a moderate level of satisfaction, and

<sup>3</sup> Economies were requested to respond only once. However, some economies responded more than once, in which case we take account of all responses in the resulting averages.

even some dissatisfaction, with the projects selected for further analysis. Scores hover around three (neither agree nor disagree), and sometimes move closer to two (disagree).

**Table: Summary indicators of Guest and Others' Engagement**

<b>Indicator Number</b>	<b>Key Information</b>	<b>Data</b>
25	Increased Guests and Others' knowledge of key issues	3
26	Relevance of work plan to Guests and Others	2.5
27	Relevance of terms of reference to Guests and Others	NA
28	Organization is briefed on Project Outcomes	2.5
29	Gender issues have been sufficiently addressed	2
30	Internal response to forum projects and other activities	3
31	Project reports used internally	2
32	Forum takes advantage of opportunities to engage with other APEC fora	2.5
33	Forum takes advantage of relevant opportunities to engage non-APEC fora	2.5
34	Forum takes advantage of opportunities to engage with my Organization more broadly	3

Consistent with our role under the Standardized Program, we do not offer conclusions or recommendations based on these key findings. Instead, we simply highlight them as, in our belief, particularly relevant to the work of the Assessment Team.

# 1. OVERVIEW OF THE FORUM

This section presents excerpts from key fora documents, as set out in the Standardized Program. The excerpts are presented for the consideration of the Assessment Team, and so do not include comments from the Contractor.

## Terms of Reference

### Article 1: Background

The Human Resources Development Working Group (HRDWG) was established in 1990 and conducts work programs on developing human resources, touching on issues ranging from education to labour to capacity building. In addition, the HRDWG has responsibilities to help build cultural awareness and promote gender equality.

The APEC Human Resources Development Working Group (HRDWG) derives its mandate from taskings by APEC Leaders and Ministers, as well as HRD and Education Ministers. Its key documents are:

- Declaration: A Human Resources Development Framework for the Asia-Pacific Economic Cooperation, Jakarta, 1994, that set out objectives, principles, and priorities for HRD and APEC
- Osaka Action Agenda and Action Programme for Human Resources Development, 1995 that stated “human resources development in APEC is to promote the well-being of all people in the region through economic growth and development.”
- Declaration on an Asia-Pacific Economic Cooperation Framework for Strengthening Economic Cooperation and Development, Manila, 1996 (also known as the ECOTECH Statement), identifies developing human capital as one of the six areas of economic and technical cooperation (ECOTECH) in APEC.
- HRDWG Statement of Medium Term Strategic Priorities adopted in 1997 identifies eight medium term strategic priorities in the areas of basic education, labour market, training for executives and SMEs, mobility, labour force and workplace, and HRD for trade and investment liberalization and facilitation.
- 2006 APEC Senior Officials' Report on Economic and Technical Cooperation reaffirmed the pivotal role of human resources development for sustainable development and prosperity in the APEC region and encouraged the HRDWG to consider building on work already underway to describe research-based promising practices.
- 2012 APEC Education Ministerial Meeting Joint Statement, which directed all future HRDWG/EDNET work be guided by the 21st century realities of globalization, innovation, and cooperation to ensure sustainable, innovative, and inclusive growth, as part of the APEC Leaders' Growth Strategy.
- 2016 APEC Education Ministerial Meeting Joint Statement, which acknowledges the importance of “An Inclusive and Quality Education” by ensuring access to education and developing competencies, strengthening innovation, and advancing employability for all learners in a globalized economy.

- 2012 and 2013 APEC Leaders' Declarations where People-to-People Connectivity and the Promotion of Cross-Border Education were adopted as priority working areas of HRDWG.
- 2015, 2016, and 2017 APEC Leaders' Declarations, including the APEC Framework on Human Resources Development in the Digital Age which is annexed to the 2017 APEC Leaders' Declaration, which acknowledge Human Capital Development and Human Development as priority working areas of HRDWG.
- 2014 APEC Leaders' Declaration commends the constructive role of the APEC Business Advisory Council (ABAC) in strengthening public-private partnership and promoting APEC cooperation in various fields.
- 2014 APEC Human Resources Development Ministerial Meeting Joint Statement, which emphasizes "Quality Employment and Strengthening People-to-People Connectivity through Human Resources Development".
- Statements from the High-Level Policy Dialogues (HLPD) on Human Capacity Building (2015), Science and Technology in Higher Education (2015), and Human Resources Development in the Digital Age (2017).

This ToR implements these mandates through reforms that seek to improve the effectiveness of HRDWG by

- Clarifying and streamlining HRDWG mission and objectives.
- Strengthening the effectiveness and efficiency of Network operations and projects.
- Conducting regular reviews of HRDWG operations and outcomes to assess performance and results against HRDWG mission and objectives and propose improvements.

## **Article 2: HRDWG Mission**

The mission of the HRDWG is:

"Sharing knowledge, experience, and skills to strengthen human resource development and promote sustainable economic growth."

## **Article 3: HRDWG Objectives**

The 21<sup>st</sup> Century economy offers unprecedented economic opportunities for students, workers, managers, and academics to maximize the benefits of globalization and ICT through increased worker productivity and more efficient approaches to work. HRDWG projects address these opportunities through a balanced set of short- and medium-term objectives that offer immediate improvements and build cumulative benefits through the following three objectives:

1. **Develop 21<sup>st</sup> Century Knowledge and Skills for All.** This objective responds to the knowledge and skill needs for workers and citizens to succeed in the knowledge-based economies that characterize the APEC region. Experts from research and the corporate sector urge focusing education and training systems to develop a combination of 21<sup>st</sup>

Century academic and workplace skills.<sup>4</sup> Thus, specific aims for the HRDWG in undertaking this objective are to:

- Teach 21st Century Academic Content with an emphasis on literacy, math/science; foreign language; cultural and global awareness; and economic, international trade, business and entrepreneurial literacy.
- Build 21st Century Skills: critical and innovative thinking, inter-personal skills, intra-personal skills, global citizenship, and media and information literacy
- Promote skills development and training programs to cultivate 21st Century talent and provide quality employment in the job market.
- Expand access to and effective use of information and communication technology to narrow down the digital divide.
- Develop and employ evidence-based interventions to effectively address 21st Century skills.

**2. Integrate HRD into the Global Economy.** This objective establishes the importance of sharing knowledge and skills across the APEC region. It includes education for enterprise (including business, trade, and entrepreneurial know-how); the international education of students attending institutions in different APEC economies, and the many forms of international online and distance learning. This objective will be a way to accomplish the APEC goal of shared prosperity harmonized with economic and non-economic value.

Specific aims in undertaking this objective are to:

- Encourage the development of entrepreneurial skills in international trade participation.
- Develop common understandings about qualifications, skills, and professional recognition in order to facilitate the mobility of students, workers, managers, and academics to enable them to be more competitive in the global skilled labour market.
- Reduce barriers to the cross-border exchange of education and training.
- Cooperate on the delivery of quality APEC-wide education and training.
- Uphold and strengthen human values to balance the economic and non-economic goals of education and training including the fostering of personal development, civic education, and cultural identity within the APEC region.
- Develop new and needed skillsets at present and future workplace in alignment to industry needs by establishing APEC skills development capacity building programs.

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<sup>4</sup>See for example Port Moresby High Level Policy Dialogue on Human Capacity Building May 05-06, 2015 ([http://www.apec.org/Press/News-Releases/2015/0507\\_HCBJS.aspx](http://www.apec.org/Press/News-Releases/2015/0507_HCBJS.aspx)) and the Partnership for 21st Century Skills representing a number of leading international businesses and private sector nonprofit organization (<http://www.21stcenturyskills.org/index.php>).

**3. Address the Social Dimension of Globalization.** This objective recognizes that our interdependent world requires appropriate governmental supports to enable and support economies that address the social dimension of globalization. Aims of this objective include: strengthening economies to prevent long-term employment disruptions; using evidence to guide policy development; and, addressing human and environmental needs associated with economic development. Specific aims for the HRDWG in undertaking this objective are to:

- Foster economic development to enhance growth and employment creation and alleviate poverty
- Strengthen social safety nets
- Work toward environmentally sound and sustainable economic growth

#### **Article 4: Network Objectives**

The HRDWG conducts its work program both through the working group directly and through its three networks: the Capacity Building Network (CBN); the Education Network (EDNET); and the Labour and Social Protection Network (LSPN). In addition, the HRDWG and its networks recognize that collaboration among government, academia, and the private sector can improve the effectiveness of its work. The goals and objectives of the networks are:

**CBN —** To promote human capacity building on skills development, human resource management and vocational training through cross-cutting collaboration to facilitate 21st Century talents, enhance employability and provide quality employment by means of:

- Strengthening HRM and HRD capacity building for SMEs and entrepreneurs to create job
- opportunity and facilitate successful trade and investment in APEC.
- Promoting skill development and network training provider in APEC region to bridge school to work and enhance labour productivity.
- Developing competency standardization and training quality to promote skills mobility in APEC.
- Narrowing talent gap by Industry-VET-Academia cooperation.

**EDNET—** To foster strong and vibrant learning systems across APEC member economies, promote education for all, and strengthen the role of education in promoting social, individual, economic and sustainable development through cross-border education cooperation.

- Developing global education cooperation with other relevant fora and institutions/multilateral organizations through collaborative research and publication, exchange programs, training and education;
- Providing appropriate opportunities and conducive environment for K-12 children and students in higher education to engage in happy and effective learning; and
- Preparing today's youth with appropriate education and training, skills, and participating in cross-border education to succeed in their local education system and compete in a globalized world.

**LSPN —** To foster strong and flexible labour markets and strengthen social protection including social safety nets through evidence-based interventions, collaboration, technical co-operation and

the provision of labour market and social protection information and analysis to address sustainable human resource development across APEC member economies.<sup>5</sup>

Specifically, LSPN will focus on issues and support activities in the following areas:

- Fostering economic development to enhance growth and employment creation and alleviate poverty through effective labour market policies, including such measures as enhancing productivity, labour force participation and skills development
- Maximizing the opportunities afforded by globalization through the development of improved workplace conditions and practices through the adoption of new technologies, effective labour-management relations, awareness of their labour and social rights, improved workplace health and safety practices and labour market adjustment measures to assist workers affected by globalization; and,
- Building capacity to strengthen social protection and narrow socio-economic disparity in APEC member economies through the exchange of information on active labour market measures and on good practices and policy tools for better social safety net delivery, and by so doing enable all citizens and disadvantaged groups to have equal opportunities to share the benefits from economic growth.

#### **Article 5: HRDWG and Network Leadership**

There is a Lead Shepherd who serves as the chair of the HRDWG and one Coordinator chair for each network.

##### **1. Lead Shepherd (LS)**

**Selection and Term:** A Lead Shepherd is selected by consensus from among the member economies. The LS, shall each serve for a period of two years<sup>6</sup> or the term of service can be extended to another consecutive term if the member economies and respective government support for the extension. To share the leadership, all APEC member economies are encouraged to take on leadership roles.

**Functions:** The functions of the Lead Shepherd, with support from the APEC Secretariat, are:

- Communicating the work of HRDWG within APEC and consulting with other fora
- Chairing the Lead Shepherd's Advisory Committee (LSAC)
- Setting the theme for the HRDWG meeting in consultation with the Co-Chair
- Coordinating the scheduling and chairing of meetings
- Initiating the preparation of the necessary reports

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<sup>5</sup> Addressing the social dimension of globalization is one of the four APEC-wide ECOTECH priorities endorsed by Leaders and Ministers in 2003 <http://www.apecssn.org/data/file/discussion.pdf>

<sup>6</sup> In accordance with SCE recommendations made in 2007/SOM1/SCE/007: *Review of Fora Outcomes Recommendation 12: Recommendations for Improving Working Arrangements*.



- Tracking project implementation including the submission of final evaluation reports
- Acting as the spokesperson and representative of the HRDWG

### **Selection criteria:**

The essential selection criteria for the position of Lead Shepherd are that they have:

- Obtained official support of the Economy at ministerial level from ministry responsible for employment, labour, social protection, skills development or education.
- Demonstrated staff capacity and travel resources to accomplish the required work of the position, with a team qualified to facilitate project activities, meetings, and inter-sessional communication.
- Understanding of economic principles and public policy issues (including gender) as they relate to human resource development in the Asia-Pacific, including education, skills development, employment, labour and/or social protection.
- Understanding of the APEC mission and goals, including fundamental knowledge of the main APEC policy documents (e.g., Bogor goals, ANSSR), and ability to translate these goals and directives into HRDWG policy and project activities.
- Understanding of and demonstrated experience in strategic planning, evaluation principles, and the ability to communicate organizational mission, goals, and successes as well as build networks across a diverse range of stakeholders to achieve results.
- Demonstrated demeanour of respect and cultural understanding for all the Economy members of APEC and for diverse persons of gender, religion, disability, ethnicity, and age.
- Ability to lead diverse groups of senior officials and facilitate effective meetings that engage participants and produce rich policy results for political leaders and substantive contributions to organizational objectives.

The desirable selection criteria for the position of Lead Shepherd are:

- Proven senior experience in the public sector

## **2. Network Coordinators**

**Selection and Term:** Network Coordinators are selected by consensus from among the member economies. Coordinators shall each serve for a period of two years<sup>7</sup> or the term of service can be extended to another consecutive term if the member economies and respective government support for the extension. To share the leadership, all APEC member economies are encouraged to take on leadership roles.

### **Selection criteria:**

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<sup>7</sup> In accordance with SCE recommendations made in 2007/SOM1/SCE/007: *Review of Fora Outcomes Recommendation 12: Recommendations for Improving Working Arrangements*.

The essential criteria for the position of Coordinators are:

- Obtained the official support of their respective ministry at senior level (i.e., either education or employment/labour/social protection, NOT both).
- Demonstrated staff capacity and travel resources to accomplish the required work of the position, with a team qualified to facilitate project activities, meetings, and inter-sessional communication.
- Understanding of economic principles and public policy issues (including gender) as they relate to human resource development in the Asia-Pacific, including education, skills development, employment, labour and social protection.
- Demonstrated demeanour of respect and cultural understanding for all the Economy members of APEC and for diverse persons of gender, religion, disability, ethnicity, and age.

The desirable selection criteria for the position of Coordinators are:

- Proven senior experience in the public sector
  - Demonstrated experience in chairing senior-level, multidisciplinary groups
3. **Deputy positions:** Deputy Lead Shepherd and Deputy Network Coordinator positions will be selected by the Lead Shepherd and Coordinators, respectively, from their same economy. Deputy positions are to be approved by the 21 APEC member economies on the basis of consensus. The Deputy Lead Shepherd is to be of the opposite gender from the Lead Shepherd and the same is true of the Deputy Coordinators.

**Co-Chairs:** The Lead Shepherd and Network Coordinators will have as their Co-Chair a representative from the HRDWG host economy<sup>8</sup> who will serve in the co-chair capacity for one year.

#### 4. Lead Shepherd's Advisory Committee (LSAC)

- **Composition:** The LSAC is comprised of the prior and present coordinators of every network, the Secretariat, as well as the prior and present host economies of the HRDWG. If the HRDWG meeting host economy differs from the APEC leaders' meeting host economy, then the APEC leaders' meeting economy host will also be represented in the LSAC.
- **Schedule:** The LSAC is convened as required. Immediately prior to the HRDWG, more meetings may be scheduled to make plans for the upcoming event.
- **Functions:** The LSAC will help develop the work programs intersessionally including the scheduling of meetings and preparing their agendas. The LSAC will also help the LS in reviewing the TOR and evaluating the work group operations. The LSAC will work together to provide recommendations for improvement to the HRDWG for review at their annual plenary.

### Article 6: HRDWG Strategic Operations

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<sup>8</sup> If the HRDWG meeting and the APEC leaders' meeting are located in different economies, the HRDWG host economy is defined as the economy where the HRDWG meeting is held

HRDWG operations are undertaken mainly via APEC projects, either partially funded through the APEC funding mechanisms or through self-funded projects. HRDWG projects, operated through the three HRDWG Networks, are the primary means for sharing knowledge and skills to promote human resource development. HRDWG projects should align with HRDWG objectives and be of a high enough quality to merit APEC Secretariat financial support from central funds. In addition to APEC projects, activities are undertaken in response to Leaders' and Ministers directives and through recommendations from Independent Assessments (IA).

APEC Projects: HRDWG projects are carried out primarily through identifying and sharing:

- **Policies and planning priorities** to support HRD objectives.
- **Research-based HRD practices** with empirical evidence of effective outcomes in member economies.
- **Relevant statistics** on HRD topics.
- **Training to support implementation of policies and promising practices.**

HRDWG seeks to improve the **efficiency and effectiveness of its projects and activities** through the following reform steps:

1. **Propose a series of projects that build findings cumulatively from project to project to create a significant knowledge base to inform policy and practice addressing HRDWG priorities.** Networks are encouraged to:
  - Identify priority areas within the Networks to focus work.
  - Identify topics/activities that are recommended areas for future work in the priority area.
  - Sequence project topics within an area to build on the knowledge and skills of prior work.
2. **Approve projects with broad member support and encourage projects with paired member oversight** The Concept Note (CN) must be completed for every project submitted to HRDWG with the support at least six member economies. The full proposals of endorsed and prioritized CNs must be reviewed for funding. HRDWG economies are encouraged to propose project oversight by pairing one or more developed APEC economies with one or more developing APEC economies. Members should give paired projects priority in the ranking over projects of otherwise equivalent ranking that are not paired.
3. **Design and implement projects to add maximum value in using project resources.** Networks are encouraged to:
  - Employ project measurement/evaluation instruments that collect comparable information across economies.
  - Mine data and analyses collected by other international organizations on the same or similar topics.
  - Use evidenced-based methodologies to identify policies and practices identified as promising or effective.
  - Use ICT for project collaboration including piloting interactive WIKI technology.

4. Coordinate projects and activities with others where significant improvements in efficiency or effectiveness are likely to result and in accordance with APEC rules and guidelines. Project overseers should consider coordination with:
  - Other networks within HRDWG;
  - Other HRD-relevant fora within APEC including Gender, SME, and Science and Technology Fora, etc.
5. **Publicize HRDWG** to expand awareness of HRDWG activities, results, and products throughout the APEC region. Networks are encouraged to:
  - Actively participate in the HRDWG website with home pages on the site for each of its three networks.
  - Publicize project results through such means as press releases, conferences, and online areas including the HRDWG WIKI.
6. **Evaluate projects** by implementing guidelines for evaluation and reporting of APEC projects. Networks are encouraged to:
  - Complete APEC project evaluation guidelines for all HRDWG projects.
  - Ensure that all completed projects are evaluated and the information entered into the AIMPS database.
  - The LS Shepherd working with the Network coordinators shall report biannually the collective accomplishments across projects in achieving HRDWG objectives or Network priorities.

Leader and Minister Directives. APEC Leaders and Ministers can direct working groups to undertake activities through their declarations and joint statements. These activities include developing workplans on topics that can cross fora (e.g., cross-border education and undertaking affinity groups that also often cross fora missions (e.g., gender equity, disability).

**Independent Assessments.** The Senior Officials Steering Committee on ECOTECH (SCE) has a requirement for an independent consultant to review the operations and structure of APEC working groups to ensure economic and technical cooperation (ECOTECH) activities are targeted, effective, efficient, and make the best use of scarce resources. The output of the independent assessments is a report providing recommendations designed to ensure that the working group is responsive to APEC's current priorities and contributes to the achievement of APEC's overall vision and objectives. HRDWG should be vigilant in tracking the recommendations of any IAs undertaken by the organizations and keep the membership apprised of any steps undertaken to address the recommendations.

## **Article 7: General Administration**

### **Projects**

1. **Funding:** Projects can be initiated with or without APEC funding. Funding can be accessed through three different APEC accounts: Trade and Investment Liberalization and Facilitation Account (TILF), General Project Account (GPA), or APEC Support Fund (ASF). An economy may self-fund a project, as well.
2. **Schedule and Duration:** The projects are implemented over two APEC financial years, starting with the year that a project is approved and ending on 31 December the following

year. And all APEC funded projects are monitored twice a year and the monitoring reports are due for the projects on 1 August and 1 February each year, regardless of how long the project has been underway in line with the timeframes, budgets and methods presented in the project proposal.

3. **Accessibility:** Official documents regarding projects should be entered into the AIMP database. These include descriptions of projects, their status, and project reports (progress reports and evaluations). Project products (e.g., academic papers, conference proceedings, training materials, etc.) *must* be made available via the HRDWG portal and Network websites.

## Meetings

1. **Schedule and Duration:** HRDWG meets twice a year by having one official meeting and one additional meeting (called ‘technical meeting’) with government officials through tele/video conference in case of need.
2. **Composition:** Government officials involved in education and labour from the 21 APEC economies coupled with members of academia and the business sector to form a tripartite HRD organization. This tripartite membership is consistent with the response to the Ministers’ call for greater engagement with the business sector and other organizations/stakeholders, in alignment with the APEC rules for consensus.
3. **Network Meetings:** CBN, EDNET, and LSPN will hold their Network meetings in conjunction with the HRDWG plenaries
4. **Functions:** Working Group and Network business will be performed at the annual meetings including the presentation of new projects, the review of on-going projects, and the evaluation of completed projects. Reviews of terms of reference (TOR) and working plans will also occur. In addition, selection of coordinators and the Lead Shepherd will take place every two years.

## Education & HRD Ministerial Meetings

1. **Composition:** Ministers of HRD and Education meet at least every four years. The scope of the HRD Ministerial should reflect the interests of the HRDWG, including issues of labour, organizational capacity building, training and the development of management capability in the public sector and enterprises. Ministers of Education have traditionally met separately. The scope of the Education Ministerial Meeting should reflect the interests of HRDWG with a focus on EDNET-related issues in implementing collaborative initiatives for APEC shared prosperity.

Although there are two Ministerial meetings, both should attempt to be inclusive of issues concerning the wider HRDWG.

2. **Schedule:** Sectorial Ministerial meetings (HRD and Education) are held at least every four years.
3. **Policy and research symposia:** It is encouraged that planning meetings are held between HRD members and researchers prior to their sectorial Ministerial Meetings to prepare a substantive agenda for the Ministers. At the discretion of the HRDWG, these meetings may be held separate to the annual HRDWG meeting or held in the margins of the HRDWG meeting to ensure wide attendance and economic efficiency.

## Reporting Requirements

1. The HRDWG will report annually to the Steering Committee on ECOTECH (SCE) through the SCE Fora report.
2. HRDWG will submit its annual work plan to the SCE.
3. HRDWG will respond to any reporting requests from SOM.

#### **Article 8: Revision of TOR/Sunset Review**

There will be a sunset review of HRDWG operations and achievements against its TOR every four years. The Lead Shepherd will take responsibility for this review. This accountability review will consider whether or not the working group should continue to operate based on its past performance.

Quorum for the HRDWG's meetings constitutes attendees from 14 economies. Should the HRDWG fail to meet quorum for two consecutive meetings, it shall be referred to Senior Officials for a decision on whether it should continue to exist.

The HRDWG has a term of four years starting from 2018. At the expiration of this and any subsequent term, the mandate of the HRDWG and its TOR shall be reviewed, and a recommendation on renewal shall be put to Senior Officials for approval.

#### **Article 9: Work Group and Network Work Plans**

Work Group and Network work plans are structured as follows (per SCE):

1. Work plan and concrete deliverables for two-year increments in response to Leaders/Ministers/SOM decisions and SCE priorities. These plans should include anticipated activities and/or proposed work with outside organizations with an HRD focus in response to Ministers' call for greater engagement with other Organizations/Stakeholders, including the IFIs and other International Organizations such as ADB, ASEAN, ILO, OECD, UNICEF, UNESCO, World Bank, etc. which have close link to the HRDWG issues.
2. Identify cross cutting issues and explain how they will be coordinated across Fora.
3. Expected Outcomes/Deliverables

## Strategic work plan

### Introduction

First established in 1990, HRDWG has played an important role in building the region's human capacity. The goal of human resources development in APEC is to promote the well-being of all people and achieve sustainable and inclusive economic growth in the region. In this context, HRDWG pursues actions under the guidance of APEC Leaders, HRD Ministers, and Education Ministers. Primarily, HRDWG exerts utmost effort to achieve the aims of APEC Leaders' priorities, and recommendations from Independent Assessment, especially for Regional Economic Integration (REI), Inclusive Growth, Ease of doing business, Digital economy, and Services in the short term and long term. In 2012 and 2013, the APEC Economic Leaders' Declaration introduced a new Framework of Connectivity to their other goal statements citing postsecondary cross-border education as a major part of the connectivity agenda. As a result, the APEC Economic Leaders' Declaration in 2014 endorsed "APEC Connectivity Blueprint 2015-2025" to promote physical, institutional and people-to-people connectivity. The APEC Economic Leaders' Meetings held in 2015 and 2016 also acknowledged the importance of human resources development for deepening regional economic integration and building a connected community. In this regard, the 2017 APEC continues to strive to stimulate balanced and mutual growth of Asia-Pacific region in the digital age with the overarching theme "Creating New Dynamism, Fostering a Shared Future". With these goals in mind, HRDWG works to make APEC Leaders' visions a reality, using this strategic plan as our road map.

#### **APEC's Mission Statement:**

"APEC is the premier Asia-Pacific economic forum. Our primary goal is to support sustainable economic growth and prosperity in the Asia-Pacific region. We are united in our drive to build a dynamic and harmonious Asia-Pacific community by championing free and open trade and investment, promoting and accelerating regional economic integration, encouraging economic and technical cooperation, enhancing human security, and facilitating a favorable and sustainable business environment. Our initiatives turn policy goals into concrete results and agreements into tangible benefits."

### Mission Statement

The HRDWG's mission is to share knowledge, experience, and skills to strengthen human resource development and promote sustainable economic growth. A streamlined and focused set of objectives guide the three HRDWG networks in achieving the HRDWG mission:

- Develop 21st Century Knowledge and skills For All
- Integrate HRD into the Global Economy
- Address the Social Dimensions of Globalization

### Objectives

HRDWG has made significant progress in activities that facilitate the development of the APEC region's human resources through capacity building, education, and labour and social protection. In particular, these activities have been focused on:

- Strengthening the link among the 3 Networks (CBN, EDNET, LSPN) and other fora
- Gathering and strengthening internal capacity and resources of HRD to work for REI, Inclusive Growth, Ease of doing business, Digital economy, and services

- Building and strengthening HRDWG's self-sustainable support system
- Making HRDWG a cross-cutting working group in APEC and expanding the collaboration outside of APEC
- Providing people in the Asia-Pacific region with 21st Century competencies and skills, including soft skills, through education and training
- Promoting human resources development by strengthening markets and building organizational capacity in public, private and not-for-profit sectors
- Fostering strong and flexible labour markets and strengthening social protection and safety nets

### **Critical Success Factors (also called Key Performance Indicators/deliverables) & Prioritized Implementation Schedule**

In order to respond to priority areas in the Human Resources Development, HRDWG has developed the HRDWG Strategic Plan 2017-2020 to achieve its mission. HRDWG will work on the five overarching priority areas, which are critical success factors (also called key performance indicators/deliverables) with the following prioritized implementation schedule and these are:

1. Convening and holding of HRDWG Meetings, during the following economies' year of APEC: Viet Nam (2017), Papua New Guinea (2018), Chile (2019) and Malaysia (2020).
2. Drafting, Endorsement and Submission of HRDWG Documents to SOM Steering Committee on ECOTECH (SCE).
3. Implementation of Follow-up actions to APEC Economic Leaders' and Ministers' Declarations and Mandates such as projects, workshops, forums, guidelines, toolkits, programs, researches, and so forth.
4. Continuous Implementation of the HRDWG Initiated Projects.
5. Other areas of work such as Review of HRDWG Independent Assessment (IA, 2014), Preparation of HRDWG Independent Assessment (IA, 2018), and Structural Reforms in Human Capacity Development in cooperation with APEC Economic Committee (EC).

For detailed information about projects, please refer to

[Annex 1. APEC HRD Action Plan 2015-2018](#)

**Annex 2.** HRDWG Work Plan 2017

### **HRDWG Project Development and Ranking**

In HRDWG Terms of Reference (TOR), Article VI. mentions about HRDWG Strategic Operations with its focus on APEC Projects. HRDWG operations are undertaken mainly via APEC project, which are primary means of sharing knowledge and skills in promoting human resources development. Usually, HRDWG projects identify and share the following issues:

- Policies and planning priorities to support HRD objectives
- Research-based HRD practices with empirical evidence of outcomes
- Relevant statistics on HRD topics
- Training to support implementation of policies and promising practices

Since HRDWG is composed of three networks in relation to Capacity Building (CBN), Education (EDNET), and Labour and Social Protection Network (LSPN), the HRDWG should ensure effective and efficient development and evaluation of projects. In this regard, project development and ranking are critical processes in the forum. The HRDWG TOR directs the forum to take the following steps:



- Propose a series of projects that build findings cumulatively from project to project to create a significant knowledge base to inform policy and practice addressing HRDWG priorities
- Approve projects with broad member support and encourage projects with paired member oversight
- Design and implement projects to add maximum value in using project resources
- Coordinate projects and activities with others where significant improvements in efficiency or effectiveness are likely to result and in accordance with APEC rules and guidelines
- Publicize HRDWG to expand awareness of HRDWG activities, results, and products throughout the APEC region
- Evaluate projects by implementing guidelines for evaluation and reporting of APEC projects

HRDWG prioritizes APEC Leaders' and Ministers' directives to undertake the forum's activities through their declarations and joint statements. To respond to their mandates, HRDWG develop Work Plans in regards to HRD as well as Cross-fora issues, including cross-border education, labour mobility, quality employment, which will strengthen regional economic connectivity, fostering sustainable, creative and inclusive growth, supporting micro, small and medium firms. HRDWG will continue its commitment to ensure high quality project design, preparation, implementation and monitoring processes and respond to Independent Assessment (IA) to align its vision and mission with APEC's mission statement.

#### **Review of Strategic Plan**

The HRDWG will prepare a progress report on the implementation of this Plan when updating the strategic plan in 2020.

## Basic data

**Table 1: Basic Forum Information**

Key information	Data	Source (See List of Data Sources)
Name of Chair/Lead Shepherd	Professor Dong Sun Park	1
Economy of Chair/Lead Shepherd	Republic of Korea	1
Term of Chair/Lead Shepherd	2 Years	N/A
Name of Vice Chair(s)/Vice Lead Shepherd(s)		NA
Pattern of Chairmanship	Lead Shepherd is selected by consensus from among the member economies every two years, with possibility of extension for another two years	10
Structure of forum	<p>The forum conducts its work directly through the working group as well as through its three networks:</p> <ul style="list-style-type: none"> <li>• The Capacity Building Network (CBN)</li> <li>• The Education Network (EDNET)</li> <li>• Labour and Social Protection Network (LSPN).</li> </ul> <p>The leadership structure includes:</p> <ul style="list-style-type: none"> <li>• Lead Shepherd</li> <li>• Network Coordinators</li> <li>• Deputy positions (for both the Lead Shepherd and Network Coordinator positions)</li> <li>• Lead Shepherd's Advisory Committee.</li> </ul>	10
Number of Networks	3	10
Names of Networks	<p>Networks include:</p> <ul style="list-style-type: none"> <li>• The Capacity Building Network (CBN)</li> <li>• The Education Network (EDNET)</li> </ul>	10

Key information	Data	Source (See List of Data Sources)
	<ul style="list-style-type: none"> <li>Labour and Social Protection Network (LSPN).</li> </ul>	
Number of Research Centres	2	10
Name of Research Centres	<ul style="list-style-type: none"> <li>APEC Learning Community Builders</li> <li>APEC Higher Education Research Centre</li> </ul>	
Number of Task Forces	0	10
Name of Task Forces		10
Number of Expert Groups	N/A	N/A
Names of Expert Groups	N/A	N/A
Frequency of plenary meetings	Twice a year (one official and one as necessary through teleconference)	10
Name of Program Director	Ms. Anais Kedgley Laidlaw	2
Year in which the most relevant terms of reference to this assessment was approved	2016	10
Strategic plan	2017-2020	16
List of Guests and Others who are listed as ongoing guest or who have been invited to attend a plenary meeting for each of the last three years	Association of Pacific Rim Universities (since 2015)	5

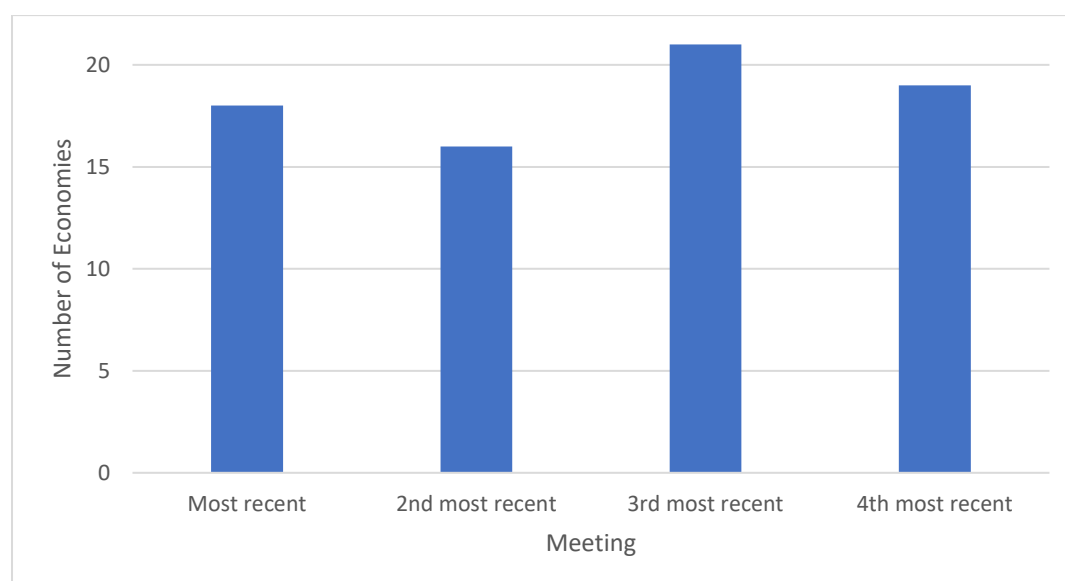
## 2. ATTENDANCE AND PARTICIPATION

Table 2: Participation by economies

Key information	Data code	Data	Date of this meeting	Source
Number of economies which belong to this forum	N (Maximum is 21)	21	N/A	16
What is the quorum for this forum?	Q	14	N/A	10
Number of economies that attended this forum's most recent plenary meeting	A	18	27 February and 1 March 2018	18
Number of economies that attended this forum's 2nd most recent plenary meeting	B	16	14 May 2017	18
Number of economies that attended this forum's 3rd most recent plenary meeting	C	21	20-22 February 2017	18
Number of economies that attended this forum's 4th most recent plenary meeting	D	19	17 May 2016	18
How many Committee of the Whole meetings of SCE has this forum attended in the last three calendar years?	E	3	-	18

Figure 1 summarizes the data in Table 2. Attendance is fairly constant over time at an average of 18.5 economies, or 88.0% of the total, in attendance at each meeting.

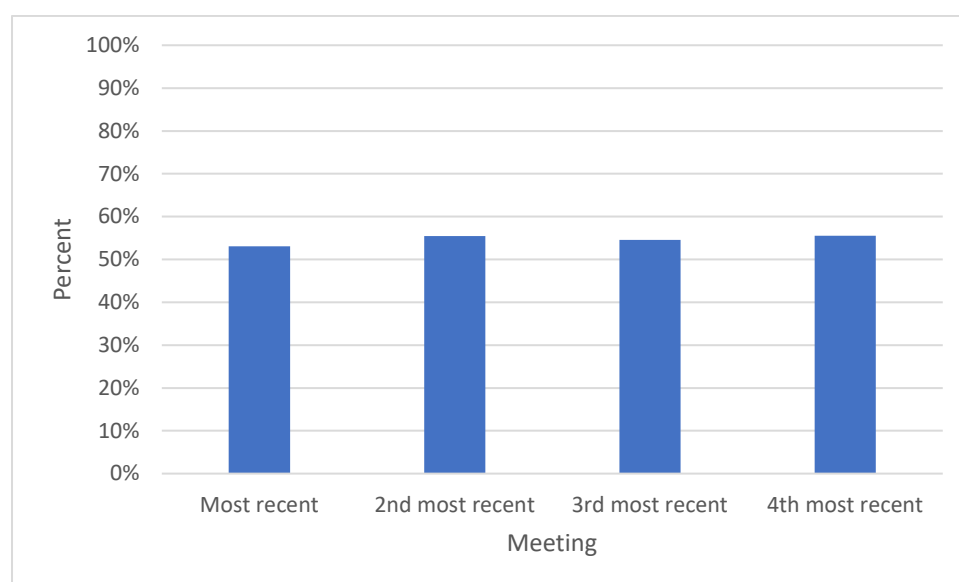
Figure 1: Attendance at recent HRDWG meetings, number of economies



**Table 3: Participation by Individuals**

Key Information	Data	Female Data	Source
Number of delegates who attended this forum's most recent plenary meeting	81	43	18
Number of delegates who attended this forum's 2 <sup>nd</sup> most recent plenary meeting	83	46	18
Number of delegates who attended this forum's 3rd most recent plenary meeting	99	54	18
Number of delegates who attended this forum's 4 <sup>th</sup> most recent plenary meeting	63	35	18
Percent of delegates at the most recent plenary meeting that were from Foreign Ministries	NA	NA	NA

Figure 2 summarizes the information in Table 3 by recording the percentage of delegates at each meeting who were female. The indicator is quite steady across recent meetings. The average figure is 54.7%, which suggests that the fora is performing well in the area of participation by women delegates.

**Figure 2: Percentage of total delegates who were female at recent HRDWG meetings.**

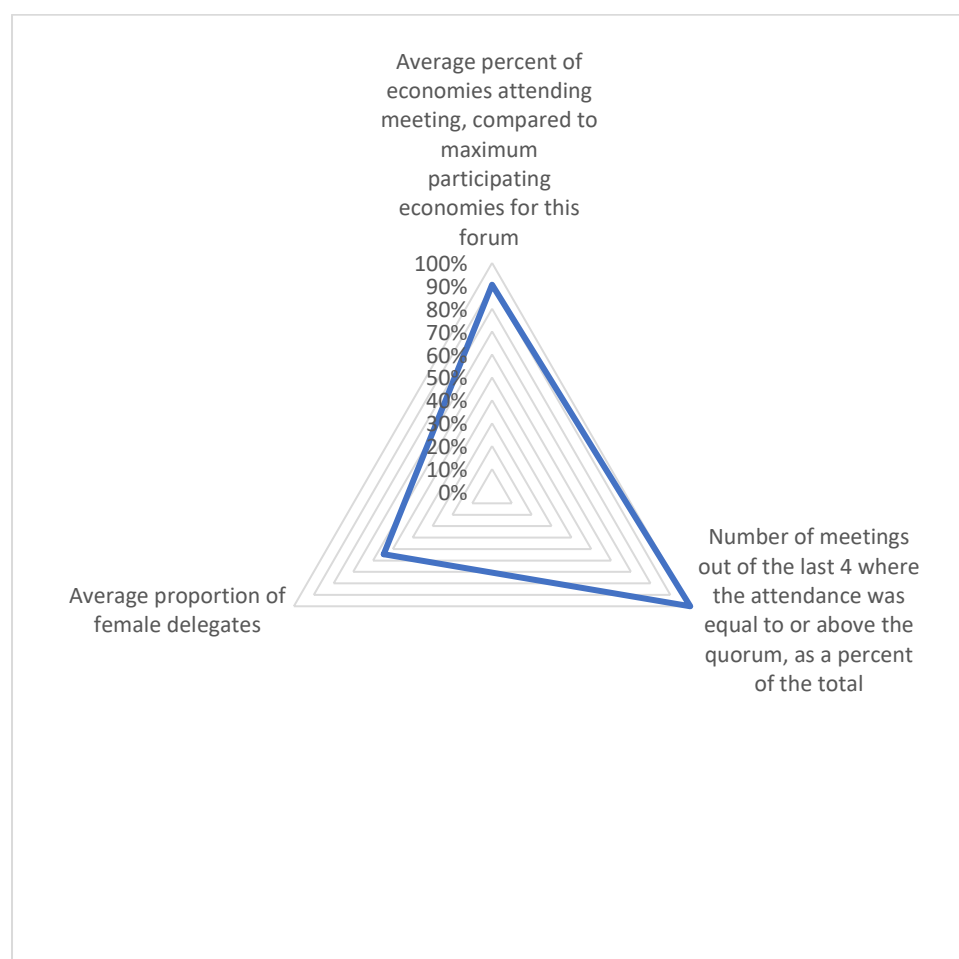
**Table 4: Summary indicators of participation (percentages)**

<b>Indicator No.</b>	<b>Indicator Description</b>	<b>Steps to generate</b>	<b>Result</b>
1	Average number of economies attending the last 4 plenary meetings	Sum of A-D in Table 2 divided by 4	18.5
2	Average percent of economies attending meeting, compared to maximum participating economies for this forum	Indicator 1 divided by number of economies that are registered to attend the forum, expressed as a percentage	88.10%
3	Number of meetings out of the last 4 where the attendance was equal to or above the quorum, as a percent of the total	Count of the number of meetings where the actual attendance (A-D) was equal to or above the quorum (Q) and divide by 4, express as a percentage (Table 2)	100%
4	Average proportion of female delegates	Average of Column 7 in Table 3	54.65%
5	Percent of Guest and Other Organizations which attended the last plenary meeting of this forum	G2/G1 in Table 13, expressed as a percentage	NA <sup>9</sup>
6	Percent of females in the Guest and Others delegates at last plenary meeting of this forum	G4/G3 in Table 13, expressed as a percentage	NA

Figure 3 summarizes the above information in the form of a radar chart, focusing only on those data points where information can be collected according to the instructions in the Standardized Program. The figure shows that attendance is strong on average, and that a quorum is always present. Gender balance in delegations shows that female participation is above 50%.

<sup>9</sup> The references provided for this and the following quantity in the Standardized Program are incorrect, and in fact refer to quite different information (the rate of return of surveys).

Figure 3: Summary indicators of participation.



### 3. COMMENCEMENT OF PROJECTS AND INITIATIVES

The Standardized Program uses the reference point “since the last assessment” for calculation of some indicators. Since we have been retained to assess four fora in 2018, not all of which have been previously assessed, we have instead adopted the period 2016-2017 for calculating these figures. This choice was made to ensure some level of comparability of data across fora. Strict use of the approach in the Standardized Program would result in some fora having activities taken into account over a much longer period than others, so comparison would be very difficult for the Assessment Team.

**Table 5: Concept Notes, Projects and other Initiatives Commenced**

<b>Key information</b>	<b>Data Code</b>	<b>Data</b>	<b>Source</b>
Time in years since the last assessment	T1	4	11
Number of Concept Notes submitted by this forum since the last assessment	C1	35	Secretariat
Number of APEC-funded projects started since the last assessment	C2	11	Secretariat
Total budget of the new projects funded by APEC since the last assessment	C3	\$1,037,907.00	4
Number of new projects since the last assessment that have been self-funded	C4	33	Secretariat
Total budget of the new projects funded by economies since the last assessment	C5	\$2,267,695.00	4
Total number of new projects since the last assessment that have been funded by either APEC or economies	C6	44	Secretariat
Total number of projects that the forum currently is managing	C7	36	4

Table 6 presents details of this fora's projects selected for deeper analysis. It is stressed that this is not a full list of the forum's current projects in totality, but lists only those projects selected for deeper analysis as part of this assessment. Sampling was conducted as set out above, namely using a directed methodology based on completeness of documentation as assessed by the Secretariat.



**Table 6: Details of Current Forum Projects and Initiatives**

<b>Project Title</b>	<b>APEC Project Number</b>	<b>Project Start Year and Finish Year</b>	<b>No. of Participating Economies</b>	<b>Participating Economies</b>	<b>APEC or Self-funded</b>
Global Competencies and Economic Integration	HRD 02 2015	2015-2017	8	Australia; Chile; China; Indonesia; Japan; Peru; the Philippines; Thailand; the United States	General Project Account
Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region	HRD 03 2016T	2016-2017	6	Australia; Japan; Mexico; Peru; Chinese Taipei; Thailand; Viet Nam	TILF Special Account
Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health	HRD 05 2016A	2016-2017	6	Australia; Japan; Peru; Philippines; Chinese Taipei; Thailand; Viet Nam	APEC Support Fund
Education for Quality Growth: Competencies, Employability and Innovation: Research and Development of Instruments	HRD 01 2016A	2016-2017	7	Australia; Japan; Papua New Guinea; Peru; Singapore; Chinese Taipei; Thailand	APEC Support Fund

Source – APEC Project Database, accessed April 17, 2018. Total projects should equal C7 in Table 5.

**Table 7: Summary indicators of project commencement and other initiatives**

<b>Indicator No.</b>	<b>Indicator Description</b>	<b>Steps to generate</b>	<b>Answer</b>
7	Average number of Concept Notes p.a. submitted since last assessment	Divide C1 by T1 (Table 5) to get an annual rate	11.67
8	Average number of Concept Notes p.a. which have received APEC funding since last assessment	Divide C2 by T1 (Table 5) to get an annual rate	3.67
9	Average size of APEC-funded forum projects since last assessment	Divide C3 by C2 (Table 5) and express in whole dollars	\$172,985
10	Average size of self-funded projects commenced since the last assessment	Divide C5 by C4 (Table 5) and express in whole dollars	\$75,590
11	Overall commencement rate for new projects p.a.	Add C2 and C4 (Table 5) and divide by T1	12
12	Total current projects underway	C7 (Table 5)	29

## 4. OUTPUTS

This section refers specifically to outputs under the projects selected for deeper analysis as part of this exercise, not the universe of all projects completed during the relevant time period.

**Table 8: Project Initiative Outputs**

Key information	Data code	Data	Source
Number of projects/initiatives completed since the last assessment*	P1	12	4
Number of Project/initiative Reports published since the last assessment*	P2	8	9
Number of downloads of all project reports published since the last assessment**	P3	13,399	9
Number of events (e.g. workshops) planned by the forum under these projects/initiatives	P4	NA <sup>10</sup>	NA
Number of events actually conducted by the forum under these projects/initiatives	P5	6	19
Number of participants at these events	P6	113	19
Number of participants at these events who were female	P7	47	19
Number of economies who attended each event, on average	P8	13	19
Number of APEC Guests and Others who attended these events	P9	NA	19
Number of speakers who attended these events	P10	43	19
Number of speakers who attended these events and who were female	P11	28	19
Number of recommendations agreed on from the projects/initiatives	P12	5	19

\*i.e. since T1 in Table 5

<sup>10</sup> Throughout this report, NA is used to refer to data that are “not available”.

**Table 9: Summary Indicators of Project and Initiative Outputs**

<b>Indicator No.</b>	<b>Indicator Description</b>	<b>Steps to generate</b>	<b>Answer</b>
15	Number of project reports completed per project	Divide P1 by P2 (Table 8)	0.67
16	Average downloads per published report	Divide P3 by P2 (Table 8)	1675
17	Average number of events per project	Divide P4 by P2 (Table 8)	NA
18	Average number of economies per event	P8 (Table 8)	12.75
19	Average number of recommendations agreed per project	Divide P12 by P2	62.50%
21	Average percent female events participants	Divide P7 by P6 (Table 8)	41.59%
22	Average percent of female speakers at these events	Divide P11 by P10 (Table 8)	65.12%

## 5. PROGRESS TOWARDS OUTCOMES

The Standardized Program indicates that the following analysis should be undertaken for each project individually. However, the low rate of response to the Guests and Others Survey means that we have aggregated data across all projects and reported summary numbers, weighted by number of respondents. While we could disaggregate the data for delegates, it is useful to have results from the two surveys reported in the same way. In any event, we believe that aggregate data provide a more accurate general picture of progress towards outcomes than would presentation of individual project figures based on smaller numbers of responses.

Each survey asks respondents to rate projects and activities using a Likert Scale. Responses range from one to five, as follows: 1 means strongly disagree, 2 means disagree, 3 means neither agree nor disagree, 4 means agree, and 5 means strongly agree. In each case, the proposition put forward for assessment is a positive statement, such as “this project has increased my economy’s knowledge of the topic”, so the Likert scale comprises a natural range of responses.

**Table 10: Project/Initiative Outcomes – from Economies**

<b>Key Information</b>	<b>Data Code</b>	<b>Data</b>
Number of delegate/economy surveys issued	O1	21
Number of delegate/economy surveys returned <sup>11</sup>	O2	26 <sup>12</sup>
Name of project/initiative selected for this question		Global Competencies and Economic Integration; Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region; Healthy Women, Healthy Economies Leadership Conference; Education for Quality Growth.
Project/initiative has increased member economies' knowledge of the topic (Delegates survey, averaged over responses)	O3	4.01
Project/initiative is relevant to member economies	O4	4.04
Economies plan to implement the majority of recommendations from the project/initiative (Delegates survey, averaged over responses)	O5	3.71
Experts were engaged in this project/initiative (Delegates survey, averaged over responses)	O6	3.75
Industry was engaged in this project/initiative (Delegates survey, averaged over responses)	O7	3.52
The forum is using the findings of this project/initiative to help develop its future work plan (Delegates survey, averaged over responses)	O8	3.86

<sup>12</sup> Economies were requested to respond only once. However, some economies responded more than once, in which case we take account of all responses in the resulting averages.

**Table 11: Summary of Project/Initiative Outcomes – from Economies**

<b>Indicator No.</b>	<b>Project/initiative outcomes</b>	<b>Project A<sup>13</sup></b>	<b>Project B<sup>14</sup></b>	<b>Project C<sup>15</sup></b>	<b>Project D<sup>16</sup></b>	<b>Average of all projects Data (number)</b>
21	Project/initiative has increased member economies' knowledge of the topic (Delegates survey)	NA	NA	NA	NA	4.01
22	Project/initiative is relevant to member economies (Delegates survey)	NA	NA	NA	NA	4.04
23	Economies plan to implement the majority of recommendations from the project/initiative (Delegates survey)	NA	NA	NA	NA	3.71
24	Experts were engaged in this project/initiative (Delegates survey)	NA	NA	NA	NA	3.75

<sup>13</sup> Global Competencies and Economic Integration

<sup>14</sup> Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region

<sup>15</sup> Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health

<sup>16</sup> Education for Quality Growth: Competencies, Employability and Innovation: Research and Development of Instruments

Figure 4 presents results graphically. It shows strong performance in key areas, but implementation plans and expert engagement appear to lag behind the other indicators. In other words, economies find the projects and initiatives beneficial but do not necessarily plan to implement all measures involved.

**Figure 4: Summary of Project/Initiative Outcomes – from Economies**

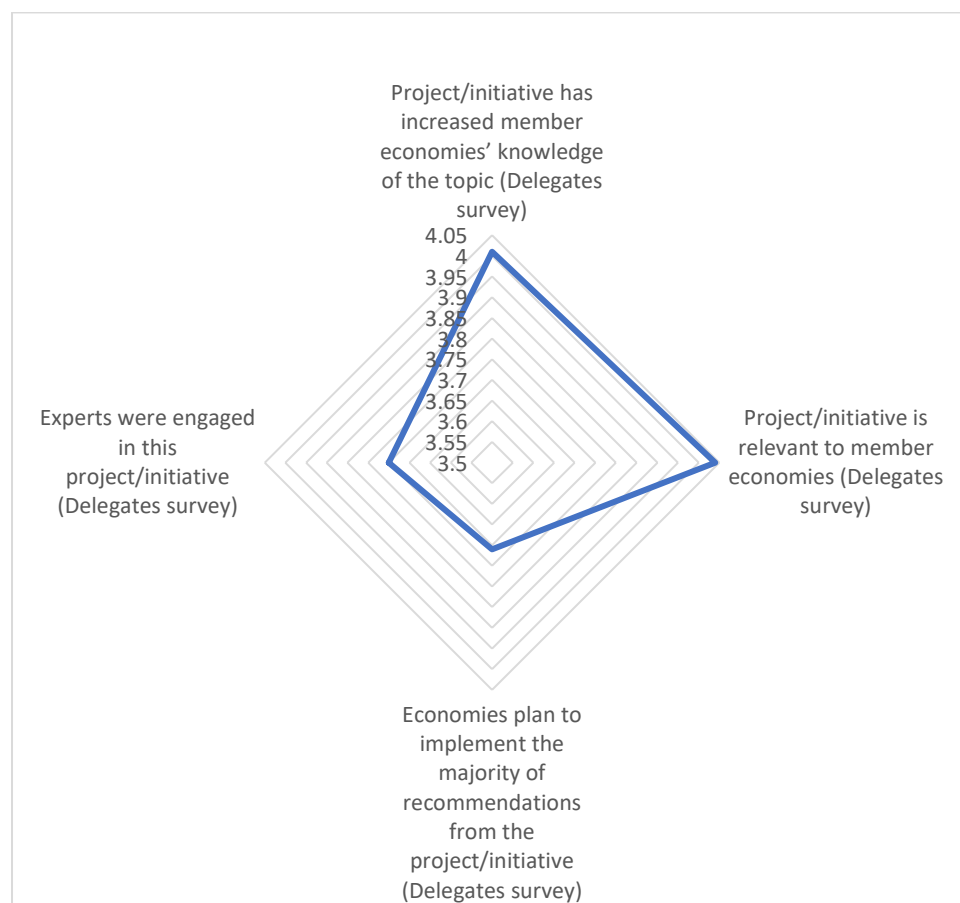


Table 12 reports results from the Guests and Others survey. Information was only available for a small number of individuals in this case, and responses were only received from 7.7% of those contacted. The sample is too small to be interpreted safely from a statistical point of view, so averages are presented for informational purposes only.

**Table 12: Forum Impact – from Guests and Others**

<b>Key Information</b>	<b>Data Code</b>	<b>Data</b>
Number of Guest and Others surveys issued	G01	26
Number of Guests and Others surveys returned	G02	2
This forum has increased my Organization's knowledge of the issues addressed by the forum (Guests and Others Survey)	G04	3
This forum's work plan is relevant to my Organization (Guests and Others Survey)	G05	2.5
This forum's terms of reference are relevant to my Organization (Guests and Others Survey)	G06	NA
I brief my Organization on the outcomes of projects undertaken by this forum (Guests and Others Survey)	G07	2.5
Gender issues have been sufficiently addressed in this forum (Guests and Others Survey)	G08	2
My Organization responds to projects and other activities of this forum by considering changes to its own strategy or work plan (Guests and Others Survey)	G09	3
Project reports from this forum are used within my Organization (Guests and Others Survey)	G10	2
This forum is taking advantage of relevant opportunities to engage with other APEC fora (Guests and Others Survey)	G11	2.5
This forum is taking advantage of relevant opportunities to engage other non-APEC fora (Guests and Others Survey)	G12	2.5
This forum is taking advantage of relevant opportunities to engage with my Organization at times other than plenary meetings (Guests and Others Survey)	G13	3

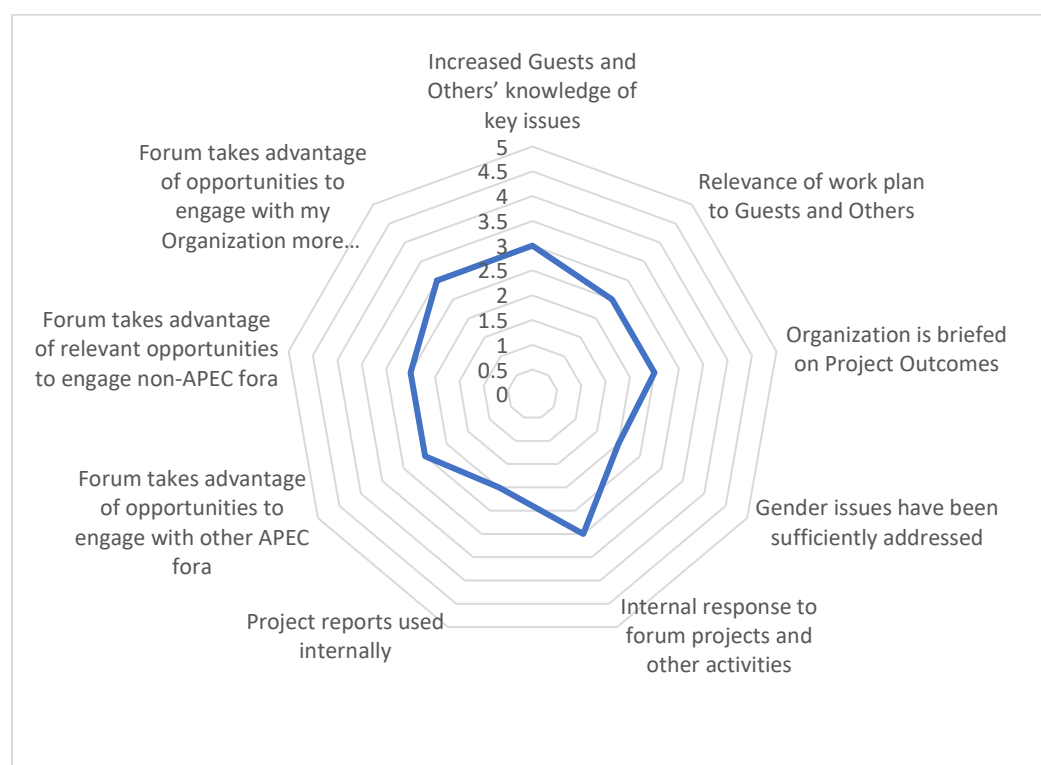


**Table 13: Summary indicators of Guest and Others' Engagement**

<b>Indicator Number</b>	<b>Key Information</b>	<b>Data</b>
25	Increased Guests and Others' knowledge of key issues	3
26	Relevance of work plan to Guests and Others	2.5
27	Relevance of terms of reference to Guests and Others	NA
28	Organization is briefed on Project Outcomes	2.5
29	Gender issues have been sufficiently addressed	2
30	Internal response to forum projects and other activities	3
31	Project reports used internally	2
32	Forum takes advantage of opportunities to engage with other APEC fora	2.5
33	Forum takes advantage of relevant opportunities to engage non-APEC fora	2.5
34	Forum takes advantage of opportunities to engage with my Organization more broadly	3

Figure 5 summarizes the above information in a radar chart. Scores are lower than in the Delegates' Survey, but are quite consistent across areas. The highest scores are in increasing knowledge, internal response, and engagement outside regular meetings. We emphasize again that these averages are based on very few observations, and so should be seen as indicative only. They are not statistically meaningful.

**Figure 5: Summary indicators of Guest and Others' Engagement.**



## 6. ALIGNMENT OF FORUM WITH APEC GOALS

Table 14 shows the way in which the selected projects interact with APEC Leaders' Growth Strategy. Each cell in the table contains a one or a zero to indicate whether or not a particular project encompasses a particular aspect of the Growth Strategy. An entry of one means it does, while an entry of zero means it does not. This assessment is made by the Contractor based on a review of project documents in combination with the Growth Strategy.

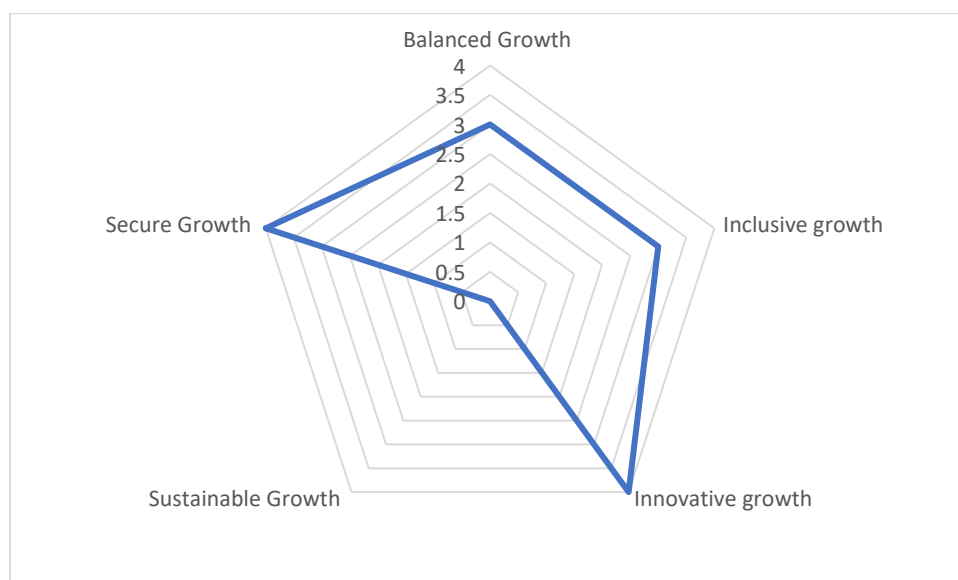
**Table 14: Mapping of Forum Activities, Projects and Initiatives Against APEC Leaders' Growth Strategy**

<b>Project, Initiative of Activity Name</b>	<b>Balanced Growth</b>	<b>Inclusive growth</b>	<b>Innovative growth</b>	<b>Sustainable Growth</b>	<b>Secure Growth</b>
Insert C after name if completed project Insert A after name if APEC funded	Growth within & between economies & infrastructure development	Involvement of all citizens, promote SMEs, entrepreneurship and women's growth	Promoting innovation & emerging sectors	Protection of environment and transition to green economies	Protection of wellbeing; secure environment for economic activity
Global Competencies and Economic Integration- HRD 02 2015 (CA)	1	1	1	0	1
Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region- HRD 03 2016T (CA)	1	0	1	0	1
Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health - HRD 05 2016A (CA)	0	1	1	0	1
Education for Quality Growth:	1	1	1	0	1

Project, Initiative of Activity Name	Balanced Growth	Inclusive growth	Innovative growth	Sustainable Growth	Secure Growth
Competencies, Employability and Innovation: Research and Development of Instruments- HRD 01 2016A (CA)					
<b>Total</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>4</b>

Figure 6 presents the above information graphically. It shows that although points of emphasis vary, all projects are well aligned with Leaders' growth strategy, based on the documentation available to us. The only exception is sustainable growth, which is not given a strong role in the project documentation we have reviewed.

**Figure 6: Mapping of Forum Projects Against APEC Leaders' Growth Strategy**



In a similar way to Table 14, Table 15 uses the same coding scheme to map the forum’s Strategic Plan to ECOTECH goals.

**Table 15: Mapping of Forum Strategic Plan against ECOTECH Goals**

	<b>Regional Economic Integration</b>	<b>Social Dimensions of Globalisation (Inclusive growth)</b>	<b>Safeguarding the Quality of Life</b>	<b>Structural Reform</b>	<b>Human Security</b>
<b>Strategic Plan – Mission and Vision</b>  (1-3p of SP)	1	1	1	1	1
<b>Strategic Plan Priorities</b> (2017-2020)	1	1	1	1	1
<b>Work Plan Activities</b> (2017-2020)  ("Deliverables of 2017-2020; p. 5-11 of Work Plan)	1	1	1	1	1

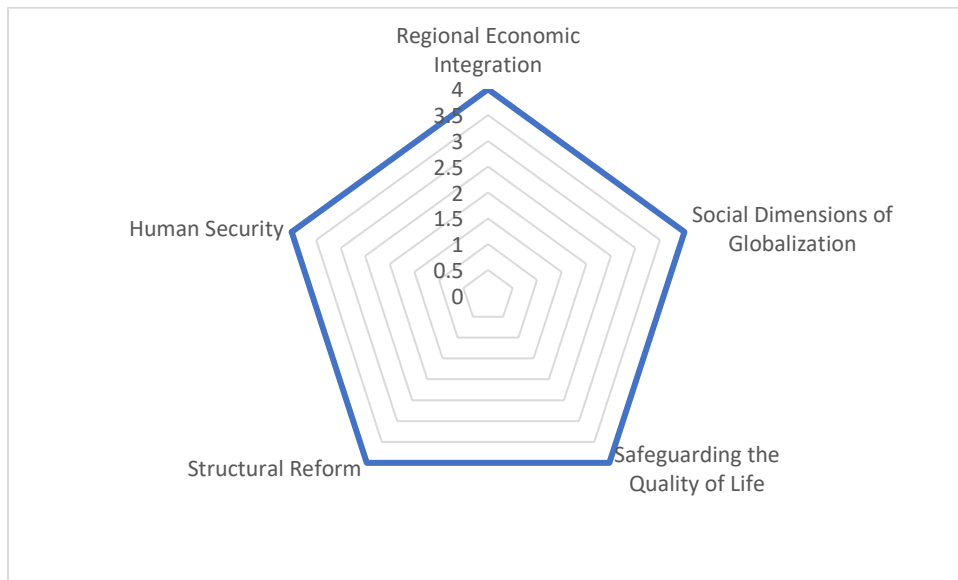
Table 16 uses the same one/zero mapping scheme to show how the projects selected for deeper analysis are aligned with ECOTECH goals.

**Table 16: Mapping of Current Projects against ECOTECH Goals**

<b>Current Project or Initiative</b>	<b>Regional Economic Integration</b>	<b>Social Dimensions of Globalisation</b>	<b>Safeguarding the Quality of Life</b>	<b>Structural Reform</b>	<b>Human Security</b>
Global Competencies and Economic Integration- HRD 02 2015	1	1	1	0	0
Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region- HRD 03 2016T	1	1	1	1	0
Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health - HRD 05 2016A	1	1	1	1	1
Education for Quality Growth: Competencies, Employability and Innovation: Research and Development of Instruments- HRD 01 2016A	1	1	1	1	1
<b>Total</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>

Figure 7 summarizes the above information. The figure clearly suggests that the projects analysed are strongly aligned with three ECOTECH goals, but less strongly aligned with the remaining two.

**Figure 7: Mapping of Current Projects against ECOTECH Goals**



**Table 17: Forum Initiatives Mapped Against the (most recent) APEC Tasking Statement**

<b>Tasking Statement Requirement</b>	<b>Relevant Forum initiatives</b>
<i>List each Requirement for this Forum in the Tasking Statement</i>	<i>From the Work Plan select and list the most appropriate initiatives</i>
Enhance the effectiveness and sustainability of social protection measures and systems.	APEC Labour Mobility Framework (HRD 18 2016S): APEC framework for action on labour mobility, containing a broad-ranging menu of policy issues, will be developed for consideration during the HRDWG annual meeting in May.
Promote safe and secure workplaces.	Fostering Inclusive Growth in APEC Economies—Equal Employment Opportunity Policies and Practices (HRD 09 2017S)  Endorsement of the APEC Occupational Standards Framework and APEC Occupational Standards for Transport and Logistics and Tourism (HRD 12 2016S) (HRD 05 2015S)
Empowerment of economies through concrete policies and measures to improve women’s access to capital, assets, markets, and capacity building and to improve women’s skills, education, and health outcomes.	Healthy Women, Healthy Economies: Sharing and Elevating Impacts on Women’s Workforce Participation across the Asia Pacific (HRDWG/LSPN – in collaboration with the Health Working Group (HWG) and Policy Partnership on Women & the Economy (PPWE)) – with participation from the Asian Forum of Parliamentarians on Population and Development (AFPPD), the Association of Pacific Rim Universities (APRU), International Labour Organization (ILO), and World Bank. ([HWG 03 2014S, [HRD 01 2015A, [HRD 05 2016A) Workshop on Improving Quality Employment



Tasking Statement Requirement	Relevant Forum initiatives
	Opportunities for Women (HRD 16 2016S).
Where applicable and appropriate, member economies should consider measures to support the transition of workers from the informal to the formal economy. Oversee the extension of social protection systems, as appropriate, to cover informal workers, taking into account relevant ILO standards and within each member economy's capacity and existing laws and regulations.	Not mentioned and no apparent projects.
Take steps to ensure that persons with disabilities can participate more fully in the labour market and can be employed in disability-inclusive workplaces by strengthening our collective and individual efforts to promote and protect their rights.	HRDWG includes working with GoFD fora on this topic.
Take steps support training programs and skills development to help workers achieve those competencies required to meet industry demand, in today's rapidly changing economy.	APEC Skills Development Capacity Building Alliance (ASD-CBA): Fostering Connected APEC through Upskilling (HRD 01 2017T)

## 7. EFFICIENCY

Table 18 presents additional data from the two surveys, conducted as described above. Responses are again on a Likert scale, ranging from one (strongly disagree) to five (strongly agree). The table presents averages across responses.

**Table 18: Forum Operational Efficiency**

<b>Key Information</b>	<b>Data Code</b>	<b>Data from delegates</b>	<b>Data from Guests and Others</b>	<b>Average Score</b>
The agenda for the most recent meeting was developed in a timely manner	E1	4.15	4.00	4.08
Sufficient information was available prior to the most recent meeting to ensure that your economy can prepare its position	E2	3.90	4.00	3.95
Your economy had adequate opportunity to contribute its views during the most recent forum meeting	E3	4.21	5.00	4.61
After the most recent meeting, summaries and other meeting outcomes were available promptly on the APEC meeting documents site	E4	4.00	3.00	3.50
The most recent meeting ran to time	E5	3.95	4.00	3.97
The most recent meeting was well-suited to your forum's terms of reference	E6	4.16	NA	4.16
Generally speaking the forum's web page is updated in a timely manner	E7	3.35	3.00	3.18
The forum's web page provides a useful resource for your economy and its interests in the forum	E8	3.60	3.00	3.30

Figure 8 summarizes the above information graphically. Averaging across delegates and guests/others, performance is rated strongly in all areas, although there is some evidence of lesser satisfaction with the fora's web page. Overall averages should be interpreted with caution, as equal weight is given in the Standardized Program to responses from the Delegates' and Guests' Surveys. In this case, that approach gives undue weight to the very small number of observations for the Guests' Survey.

Figure 8: Forum Operational Efficiency

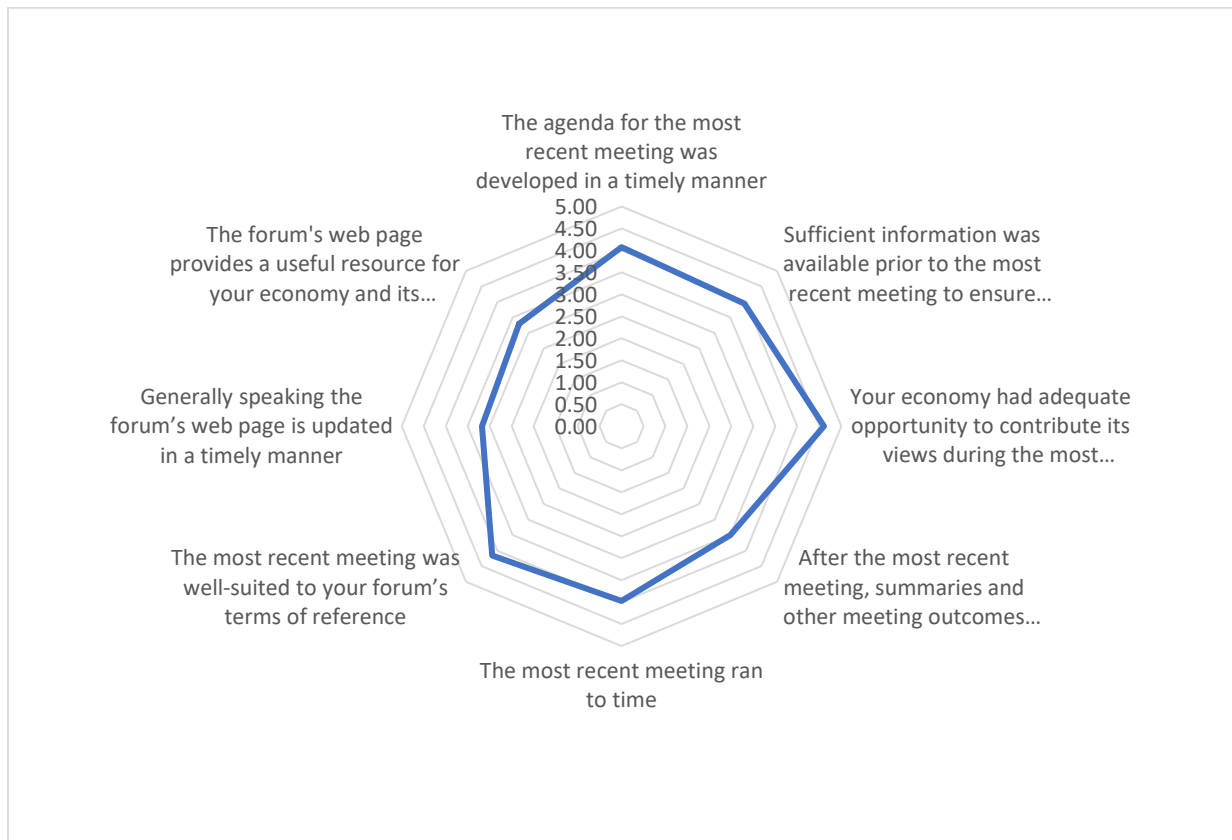


Table 19 under the Standardized Program is designed to capture the financial efficiency of projects conducted under the auspices of HRDWG. However, the information available does not include any data with which to complete the table, so we have marked all cells as NA. The same is true for Table 20.

**Table 19: Financial Efficiency (Workshops)**

<b>Project Name</b>	<b>Total expenditure on project workshops by this project</b>	<b>No. project workshops during period</b>	<b>Total no. delegates attending these workshops</b>	<b>Average no. delegates per workshop*</b>	<b>Average expenditure per delegate per workshop**</b>
APEC Workshop on Action Plan of APEC Education Strategy	NA	NA	NA	NA	NA
Workshop on Global Competencies and Economic Integration	NA	NA	NA	NA	NA
Workshop on Studies for Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region	NA	NA	NA	NA	NA
Project Data Analytics Raising Employment (DARE): An Employer Driven Approach to Prepare the Youth Workforce for a Data Driven Future (Advisory Group Meeting)	NA	NA	NA	NA	NA
“Healthy Women, Healthy Economies” Implementation Workshop: From Vision to Action	NA	NA	NA	NA	NA
APEC "Healthy Women, Healthy Economies" Workshop: Sharing	NA	NA	NA	NA	NA

Project Name	Total expenditure on project workshops by this project	No. project workshops during period	Total no. delegates attending these workshops	Average no. delegates per workshop*	Average expenditure per delegate per workshop**
Implementation Experiences					

## 8. CO-OPERATION

Table 20: Participation by Guests and Others

Key Information	No. organizations on standing invitations	No. organizations which attended most recent plenary meeting	No. delegates from this type of organization	No. delegates from this type of organisation who were female
An APEC-supported Research Centre	NA	NA	NA	NA
An APEC-supported Task Force	NA	NA	NA	NA
An APEC-supported Expert Group	NA	NA	NA	NA
Another APEC-funded forum that reports to SCE	NA	NA	NA	NA
Another APEC forum that reports outside SCE	NA	NA	NA	NA
Another non-APEC multilateral organization	NA	NA	NA	NA
An industry association	NA	NA	NA	NA
A professional association	NA	NA	NA	NA
A public or private company	NA	NA	NA	NA
<b>Totals</b>				

**Table 21: Collaboration on Projects and Initiatives**

<b>APEC SCE Forum</b>	<b>No. current joint projects with this forum</b>	<b>No. future joint projects identified in current work plan</b>	<b>Was this forum consulted during preparation of any project reports published in last three years*</b>	<b>Source See table notes</b>
Agricultural Technology Cooperation Working Group			-	-
Anti-Corruption and Transparency Working Group			-	
Counter Terrorism Working Group			-	
Emergency Preparedness Working Group		1	-	
Energy Working Group			-	
Health Working Group	1	1	-	
High Level Policy Dialogue on Biotechnology			-	
Human Resource Development Working Group			-	
Illegal Logging and Associated Trade (Experts Group)			-	
Ocean and Fisheries Working Group			-	
Policy Partnership on Food Security			-	
Policy Partnership on Science Technology and Innovation	0	2	-	
Policy Partnership on Women and the Economy	1	2	-	
Small and Medium Enterprises Working Group		1	-	

Telecommunications and Information Working Group			-
Tourism Working Group	1	2	-
Transportation Working Group	0	1	-
Total	$S=3$	$F=10$	

Sources – Project database for indicator S and Forum Workplan for indicator F

**Table 22: Indicators of Collaboration (percentages)**

Indicator	Indicator Description	Steps to generate	Answer
37	Percent of standing invited Guests and Others who attended the last plenary meeting	V/X (Table 20)	Incomplete data
38	Percent of Guests and Others at the last meeting who were female	W/Z (Table 20)	Incomplete data
39	Percent of current APEC fora that are engaged with this working group	S divided by total number of current working groups (minus 1) expressed as a percentage (Table 21)	15.0%
40	Percent of current APEC fora that can be engaged over the next 12 months	F divided by total number of current working groups (minus 1) expressed as a percentage (Table 21)	50.0%
41	Percent of forum plenary meetings over the last 4 years which have included items of cross-fora collaboration	Derive from Meeting Document Database	40.0%



## 9. LIST OF DATA SOURCES USED IN THE ASSESSMENT

Document	Source
1. APEC Meeting Database (HRDWG 43 <sup>rd</sup> Plenary Meeting Minutes)	<a href="http://mddb.apec.org/Documents/2018/HRDWG/HRDWG1/18_hrdwg1_summary.pdf">http://mddb.apec.org/Documents/2018/HRDWG/HRDWG1/18_hrdwg1_summary.pdf</a>
2. APEC HRDWG Website	<a href="https://www.apec.org/Groups/SOM-Steering-Committee-on-Economic-and-Technical-Cooperation/Working-Groups/Human-Resources-Development">https://www.apec.org/Groups/SOM-Steering-Committee-on-Economic-and-Technical-Cooperation/Working-Groups/Human-Resources-Development</a>
3. APEC Meeting Database	<a href="http://mddb.apec.org/Pages/default.aspx">http://mddb.apec.org/Pages/default.aspx</a>
4. APEC Project Database	<a href="https://aimp2.apec.org/sites/PDB/default.aspx">https://aimp2.apec.org/sites/PDB/default.aspx</a>
5. APEC Meeting Database (HRDWG 42 <sup>nd</sup> Plenary Meeting Minutes)	<a href="http://mddb.apec.org/Documents/2017/HRDWG/HRDWG2/17_hrdwg2_summary.pdf">http://mddb.apec.org/Documents/2017/HRDWG/HRDWG2/17_hrdwg2_summary.pdf</a>
6. APEC Meeting Database (HRDWG 41 <sup>st</sup> Plenary eMeeting Minutes)	<a href="http://mddb.apec.org/Documents/2017/HRDWG/HRDWG1/17_hrdwg1_summary.pdf">http://mddb.apec.org/Documents/2017/HRDWG/HRDWG1/17_hrdwg1_summary.pdf</a>
7. APEC Meeting Database (HRDWG 40 <sup>th</sup> Plenary Meeting Minutes)	
8. APEC Meeting Database (SOM Steering Committee Meeting Minutes)	<a href="http://mddb.apec.org/pages/SimpleSearch.aspx">http://mddb.apec.org/pages/SimpleSearch.aspx</a>
9. APEC Publications Database (HRDWG)	<a href="https://www.apec.org/Publications?Category=2192C038C12249B4A13D66A3A0A3BA5B">https://www.apec.org/Publications?Category=2192C038C12249B4A13D66A3A0A3BA5B</a>
10. HRDWG Terms of Reference	Supplied by APEC
11. HRDWG Independent Assessment (2017)	Supplied by APEC
12. APEC Project Summary (HRD 02 2015)	<a href="https://www.apec.org/Publications/2017/12/Global-Competencies-and-Economic-Integration---Final-Report">https://www.apec.org/Publications/2017/12/Global-Competencies-and-Economic-Integration---Final-Report</a>
13. APEC Project Summary (HRD 03 2016T)	<a href="https://aimp2.apec.org/sites/PDB/Lists/Proposals/DispForm.aspx?ID=1922">https://aimp2.apec.org/sites/PDB/Lists/Proposals/DispForm.aspx?ID=1922</a>
14. APEC Project Summary (HRD 05 2016A)	<a href="https://aimp2.apec.org/sites/PDB/Lists/Proposals/DispForm.aspx?ID=1899">https://aimp2.apec.org/sites/PDB/Lists/Proposals/DispForm.aspx?ID=1899</a>
15. APEC Project Summary (HRD 01 2016A)	<a href="https://aimp2.apec.org/sites/PDB/Lists/Proposals/DispForm.aspx?ID=1850">https://aimp2.apec.org/sites/PDB/Lists/Proposals/DispForm.aspx?ID=1850</a>
16. HRDWG Strategic Plan 2017-2020	Supplied by APEC
17. HRDWG Work Plan 2018	Supplied by APEC
18. Summary attendance and participation data for plenary meetings (latest – 4 <sup>th</sup> latest)	Supplied by APEC

19. HRDWG Project/Event Reports (inclusive of attendance data)	Supplied by APEC
20. <i>APEC Reform Stocktake</i> , submitted to Informal Meeting of Senior Officials Queensland, Australia, 4 August 2006	Forum Doc No.: 2003/ISOM/005

## 10. APPENDICES

### Annex 1. APEC HRD Action Plan 2015-2018

#### Action Plan (2015-2018)

#### Promoting quality employment and strengthening people-to-people connectivity through HRD

We, the Ministers responsible for human resource development from APEC economies and Heads of Delegations to the APEC Human Resources Development (HRD) Ministerial Meeting on September 5--6, 2014 in Ha Noi, Viet Nam, recognize that the Human Resources Development Working Group (HRDWG) aims to fulfil the goals and reflect the themes set forth by the Bogor Goals APEC Growth Strategy as outlined in the 2010 Yokohama Vision and the 2013 Leaders' Bali Declaration.

The core mission of the HRDWG is to share knowledge, experience, and skills to strengthen HRD. To that end, the HRDWG pursues greater connectivity to meet current needs while looking ahead to marshal purposeful partnerships for sustainable and inclusive economic growth, recognizing the urgency of region--wide partnerships across APEC member economies to create decent, productive and quality jobs with social protection for a skilled workforce. In pursuing the actions within the plan, all economies will work to enhance the participation of women in the economy.

#### I. Strategic Approaches

Priority areas should include recognizing the increasing need for collaboration in people--to--people connectivity and quality employment, drawing on the diversity within APEC and harnessing the strengths of individual APEC economies. The HRDWG strives to implement this Action Plan by:

- Taking further steps toward creating and expanding economic opportunities for our stakeholders and addressing issues that threaten and undermine inclusive economic growth such as gender discrimination, income inequality, informality, and restrictive/limited access to education and training opportunities.
- Playing an important role in coordinating information sharing, transparency, and capacity building, and holding policy dialogues and workshops between and among APEC economies and key stakeholders.

- Encouraging efforts to strengthen partnerships involving government, private sector, non--- governmental organizations, education and training institutions and multilateral institutions to fortify and expand HRD infrastructure and capacity.
- Ensuring that the needs of the most vulnerable groups in society such as youth, women, migrants and people with disabilities are addressed through inclusive design, implementation, monitoring, and evaluation of HRD initiatives.
- Deepening the HRD capacity of developing economies to compete on a level playing field in the global marketplace.
- Promoting the importance of gender equity and other social justice issues within HRD.
- Encouraging youth employability by addressing the school to work transition as well as improving the quality of education.

## II. Priority Areas and Actions

We call on the HRDWG to consolidate resources and take concrete actions to fulfil priorities in pursuit of the Joint Ministerial Statement. The priority areas and actions are to work together to enhance connectivity, serving as the primary basis for the HRDWG to establish its annual work plans during the next four years.

### A. Supporting inclusive and sustainable growth to address the social dimensions of globalization, including equality and needs of vulnerable groups

Priority areas should include quality job opportunities through employment---oriented growth, active labour market policies, equal access to training and public employment services within member economies, joint protocols for safety and health, and improved social protection policies.

To help APEC economies in the promotion of an inclusive and sustainable growth and enact the necessary social protection policies and measures in an environment of peace and prosperity, the HRDWG's actions should include:

- Promoting higher quality and productivity jobs through greater labour force participation and cost effective labour market programs.
- An ongoing focus on the impacts on employment due to economic integration, restructuring, industrial transformation, trade fluctuations and inequality, including harnessing the new job opportunities emerging from new sectors, professions, and technology.
- Promoting the sustainability of social protection measures and systems.
- Pursuing better labour market policies and pension reform to help address the ageing population process, youth bulge, and other demographic challenges.
- Enhancing the role of women in the workforce by identifying, developing and promoting successful workplace strategies and programs that address gender---specific societal and health challenges adversely affecting their participation in the labour market.
- Improving labour market policies and programs to take advantage of the youth bulge.

- Developing policies that protect other vulnerable groups, such as people with disabilities, migrants, unskilled workers and long-term unemployed.
- Supporting measures for accessibility of social protection services where appropriate to cover workers in the informal sectors and migrant workers.
- Supporting measures to transition workers from the informal to the formal economy.
- Promoting collaborative research through the APEC Secretariat Policy Support Unit (PSU) and through universities and research institutes around the APEC region which host APEC Study Centres (ASCs) to examine regional trends and challenges related to safe workplaces to identify potential initiatives and best practices for collective and individual action by APEC member economies.
- Encouraging youth employability policies to enable young people to obtain productive jobs with upward earnings prospects.
- Continuing the sharing of experiences and best practices on public employment services and effective labour market information systems.”
- Fostering the improvement of access to higher level and technical education.

#### ***B. Enhancing human resource quality to meet supply chain demands***

Priority areas should focus on the development of employment and skills strategies linked to the needs of industry and supply chains.

The HRDWG’s actions should include:

- Developing of adaptability skills and youth employability in driving a new period of growth.
- Working with governments to enhance the quality of education and facilitating greater access, in order to improve youth employability.
- Developing the skills of trainers and managers to equip them to better lead a 21st-century workforce
- Continuing the collaboration among governments, VET providers and industries in ensuring that skills and professions meet labour market requirements through the development of a capacity building plan.
- Promoting mobility and skills development of workers to encourage economic equality and prosperity throughout the region.
- Advocating for policies that ensure the development of the right skills for the right jobs and creating a skilled workforce that matches labour supply and demand.

#### ***C. Facilitating mobility of labour and skills development***

Priority areas should include skills mapping and development, addressing skills shortages and mismatches, improving recognition of qualifications and competencies and the enhancement of cross-border labour mobility while recognizing the importance of social protection.

To help APEC economies to manage their labour markets efficiently and drive economic growth, the HRDWG's actions should include:

- Enhancing skills mapping cooperation to identify current and future needs and potentials in the region, including building on the APEC "Skills Mapping Project".
- Identifying opportunities for improving recognition of qualifications, competencies and training systems to facilitate skills mobility to enhance human resource quality and develop skills that better meet global supply chain demands.
- Taking into account of the experiences and lessons learnt from other international fora where APEC Economies may participate (i.e. Union of South American Nations --- UNASUR, South Common Market --- MERCOSUR, Andres Bello Agreement, Pacific Alliance, among others) to obtain information that helps improve recognition of qualifications and educational systems.
- Coordinating of the capacity strengthening training and re---training systems in order to develop improved employment opportunities and deliver the needed workforce to generate and promote sustainable growth as well as guarantee of safety for international workers.
- Encouraging the establishment of Public Private Partnership for capacity building and collaborative efforts between various sectors in nurturing skilled employees for available jobs while fostering continuing education, lifelong learning and skills improvements.
- Supporting a long---term, regional, and sector---based framework of cooperation on facilitating mobility of professionals, researchers and skilled workers to promote workforce development, including building on the APEC "Strengthening Mobility of Professional Engineers Project".

### **III. Follow---up Mechanisms**

We authorize the HRDWG to take the lead in monitoring implementation, regular evaluation and vigilantly report on the progress completed on this in the HRDWG's annual meeting. We encourage the sustained monitoring and periodic assessment of effectiveness of participation and actions of APEC member economies through surveys, consultations, recording and reporting mechanisms. For this point, it would be useful to get indicators that would allow economies to have a better understanding and supervision of the progress made.

We instruct the HRDWG to work with Small and Medium Enterprises Working Group, Policy Partnership on Women and the Economy and other substructures and fora in APEC, including ABAC, to ensure coordination for effective expeditious Action Plan implementation and identification of specific goals on which the sub---networks under HRDWG collaborate. The HRDWG should draw on the findings of previous projects and the experience of relevant international and regional organizations to ensure enhanced resource use, effectiveness and efficiency of its cooperation and capacity building activities.

We encourage projects that support the APEC Leaders' Growth Strategy of sustainable, inclusive and balanced economic and social development. Recognizing that high inequality threatens to stall future progress against poverty by attenuating growth prospects and to help APEC economies identify and develop flexible and responsive inclusive economic growth policies we urge the HRDWG to address the impediments of inequality by promoting greater social dialogue

among member economies, academics, international organizations, private sector experts and worker organizations.

We urge economies active participation in the priority areas of this Action Plan. We call on APEC members to establish regional training centres, conduct high level dialogues on human capital development and form networks and public private partnerships with the goal of building capacity in such areas as vocational training, improved workplace safety. We encourage economies to establish and promote partnerships with the private sector to advance human resource development throughout the Asia Pacific region. We urge the HRD to take all necessary measures to support these efforts.

The HRDWG is to produce a report on the performance of this Action Plan for presentation in the next Ministerial Meeting for assessment.

## **Annex 2. HRDWG Work Plan 2017**

### **APEC Human Resources Development Working Group (HRDWG)’s Proposed Workplan for 2017**

#### **I. Introduction**

Cooperation on human resource development is important to fulfilling APEC’s trade and investment goals, leading to economic growth and greater social cohesion and wellbeing in member economies.

The proposed workplan 2017 is guided mainly by:

- The theme “Creating New Dynamism, Fostering a Shared Future” and priority areas of “Fostering Sustainable, Innovative, and Inclusive Growth” and “Deepening Regional Economic Integration” of the APEC 2017;
- Joint Ministerial Statement 2016 of the 2016 APEC Ministerial Meeting;
- the 6th APEC Education Ministerial Meeting Joint Statement (2016), “An inclusive and quality education”;
- the APEC Education Strategy (2016);
- the APEC Framework for Boosting Youth Education, Employment and Entrepreneurship (2016);
- the Joint Statement of the 2015 APEC High-Level Policy Dialogue on Human Capacity Building;
- the Joint Statement of the 2015 APEC High-Level Policy Dialogue on Science and Technology in Higher Education;
- the 6th APEC HRD Ministerial Joint Statement (2014) and associated HRD Ministerial Action Plan (2015-2018), with its focus on “Promoting quality employment and strengthening people-to-people connectivity through HRD”.

Other key influences on the workplan are:

- the 2016 Leaders’ Declaration, “Quality Growth and Human Development”
- the 2016 Leaders’ Declaration, Annex B – APEC Services Competitiveness Roadmap (2016-2025)
- the 2015 Leaders’ Declaration, “Building Inclusive Economies, Building a Better World: A Vision for an Asia-Pacific Community”
- the 2014 Leaders’ Declaration, Annex B – APEC Strategic Blueprint for Promoting Global Value Chains (GVC)

- the 2014 Leaders' Declaration, Annex C – APEC Accord on Innovative Development, Economic Reform and Growth
- the 2014 Leaders' Declaration, Annex D – The APEC Connectivity Blueprint (2015 – 2025)
- the 2013 Leaders' Declaration, Annex A – People-to-People connectivity
- the 2012 Leaders' Declaration, Annex D – Promoting Cross-Border Education Cooperation

## II. Expected Outcomes/Deliverables for 2017

The APEC Human Resources Development Working Group (HRDWG) will produce the following outcomes and deliverables in 2017:

- 1.1 Hold two HRDWG Plenary Meetings, the 41st HRDWG Meeting in February and 42nd in May 2017.
- 1.2 Draft and endorse HRDWG Work Plan 2017, develop HRDWG Strategic Plan 2017-2020, and if necessary, revise HRDWG Terms of Reference (TOR).
- 1.3 Report to SOM Steering Committee on ECOTECH (SCE) HRDWG Report 2017 about annual progress and achievements on HRDWG-led initiatives and projects
- 1.4 Undertake follow-up actions from APEC Leaders' and Ministers' directions through publication of various reports, guidelines, toolkits, conduction of workshop, forums, implementation of projects, programs, and case studies.
- 1.5 Continue follow-up actions for developing the achievements and directions of the Joint Ministerial Statement of the 6th APEC Education Ministerial Meeting in 2016 "An Inclusive and Quality Education":
  - Development of the Action Plan of the APEC Education Strategy under project Education for Quality Growth: Competencies, Employability and Innovation: Research and Development of the Action Plan of the APEC Education Strategy
  - Update and Dissemination of Baseline Report on Current Status of Education in Asia-Pacific Region.
- 1.6 Continue implementation of the APEC HRD Action Plan (2015-2018) on Promoting Quality Employment and Strengthening People-to-People Connectivity through HRD as recognized in the 2014 Joint Ministerial Statement of the 6th Human Resources Development Ministerial Meeting (HRDMM6):
  - Workshop on the role of labour market information to human resource development in the digital age;
  - Building a culture of prevention on OSH (Occupational Safety and Health) in APEC economies
  - Workshop on improving quality employment opportunities for women;
  - Labour mobility workshop and project advisory team;
  - APEC Skills Development Capacity Building Alliance (Project ASD-CBA): Promoting skill development and regional cooperation framework.
- 1.7 Convene 2017 High Level Policy Dialogue on Human Resources Development in the Digital Age (HLPD on HRD in the Digital Age) and related meetings in Ha Noi, Viet Nam on 11-15 May 2017. Expected Outcomes are as follows:
  - APEC Framework on Human Resources Development in the Digital Age



- Recommended actions on Strengthening and Enhancing Social Protection towards Social Inclusion in APEC
- 1.8 Develop a series of vocational training and skills exchange programs aimed at achieving the goals of the Port Moresby Joint Statement on the 2015 High-Level Policy Dialogue on Human Capacity Building and to enhance strategic cooperation in human capital development through people-to-people, project-to-protect and institute-to-institute connectivity:
- Study on APEC Member Economies Experiences in Raising the Retirement Age;
  - Study on APEC Member Economies Experiences in Providing Long-Term Public Care for Senior Citizens;
  - Advancing Career Development of Athletes in the APEC Region.
- 1.9 Adopt recommendations of the 2015 Joint Statement of High-Level Policy Dialogue on Science and Technology in Higher Education aimed at advancing cross-border education, and inter-university collaboration.
- 1.10 Prepare the 7th APEC Human Resources Development Ministerial Meeting (HRDMM), which will be held in 2018, such as decision of host economy and drafting of major deliverables.
- 1.11 Continue mainstreaming Human Resources Development through APEC Fora. Encourage APEC member economies to submit concept notes for possible APEC funded or self-funded projects and activities in relation to human resources development. The following proposals will be made by member economies in 2017 for HRDWG consideration and/or endorsement:
- (APEC funded projects initiated in HRDWG)
- Technical and Professional Education: A mission for all. Raising awareness on their importance for local social and economic development;
  - Implementation of Database to Strengthening Mobility and Promoting Regional Integration of Professional Engineers in APEC Economies;
  - APEC STEM Education for Economic Growth: Curriculum (2018), Teacher Education (2019), STEAM and Women (2020);
  - Project for youth employment promotion in the APEC region;
- (APEC funded Cross fora projects)
- Capacity Building for APEC Member Economies on ISO/IEC 17024 Conformity Assessment-General Requirements for Bodies Operating Certification of Persons (SCSC under CTI);
  - - Promoting Sustainable Development in Artisanal and Small-Scale Gold Mining (ASGM, MTF under SCE);
  - APEC Gendered Innovation for Technology and Science (GIFTS): Promoting Women in STEM for Sustainable Growth (PPWE under SCE);
  - Health and Medical Big Data Innovation (PPSTI under SCE);
  - Foster International Technology Transfer (ITT) Professionals for the APEC STI Cooperation and Connectivity (PPSTI under SCE);
- (Self-funded projects initiated in HRDWG)



- APEC Community for Education Innovation (APEC CEDI; EDNET);
  - APEC Education Development Newsletter (EDNET);
  - APEC Prize for Learning Innovation in Education (EDNET);
  - The 6th APEC Conference on Cooperation in Higher Education in Asia-Pacific Region “Diploma and Qualification Recognition for People-to-People Connectivity” (EDNET);
  - The Open Environment for Math Education in APEC Schools—Phase 2 (EDNET);
  - Fostering Inclusive Growth in APEC Economies—Equal Employment Opportunity Policies and Practices (LSPN).
- 1.12 Continue voluntary efforts to advance human resource development competitiveness in the region under the APEC Services Competitiveness Roadmap (ASCR) Implementation Plan 2016-2025 in accordance with domestic circumstances, to facilitate the mobility of skilled labour and professionals, and to ensure the quality of skills and competencies that meet the supply chain demands of the region:
- Development of a policy framework for labour mobility in the APEC region;
  - APEC Knowledge Network on Best Practices for Employability Soft-Skills Development;
  - Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region
  - APEC Occupational Standards Framework: Test in the Travel, Tourism and Hospitality Industry;
  - Skills Training in Industry-Academia Collaboration in CTE: Best Practices and Implementation in the Engineering, Hospitality and Innovative Entrepreneurship Fields;
  - Development of a Recommended “APEC Data Analytics Competencies” by the Project DARE (Data Analytics Raising Employment) Advisory Group, – An Employer Driven Approach to Prepare the Workforce for a Data Driven Future;
  - Development of an integrated referencing framework for skills recognition and mobility in TVET;
  - Global Competencies and Economic Integration;
  - Regional Industry-Academia Collaboration for Talent Development: An Exchange of Skills Training, Internships and Jobs.
- 1.13 Continue efforts on enhancing cross-border education cooperation and mobility of students, researchers, and education providers:
- Development of APEC Guiding Principles for Research Integrity-Phase Two;
  - Workshops for APEC Economies: PISA, TALIS and Reforms in Basic Education;
  - Textbook Development for Energy Efficiency, Energy Security and Energy Resiliency;

- APEC Women in Research Fellowships;
  - APEC Future Education Consortium: Focusing on APEC Network of ICT Model Schools for Future Education (AFEC);
  - APEC Learning Community for Shared Prosperity (ALCom).
- 1.14 Continue efforts on enhancing cooperation in Higher Education:
- APEC Cross-Border Higher Education Data Collection;
  - APEC Quality Assurance in Online Education;
  - Research on Mutual Recognition of Credits among Universities in the APEC Region;
  - Employ utilization of platforms such as the APEC Higher Education Research Centre (AHERC) and APEC Education Research Network (AERN).
- 1.15 Promote science, technology, engineering and math (STEM) in the education of its human resources to cultivate talents for innovation and strengthen innovation capacities of MSMEs:
- Cross-Border Human Capacity Building for Globalized Scientific Literacy: Phase 1 The Best Practice for Innovative STEM-Related Education for Teacher Professional Development.
- 1.16 Work toward promotion and assurance of the transparency, quality and accessibility of the general education and lifelong learning.
- 1.17 Propose and implement training programs and workshops in regard to specific policy themes and service delivery issues utilizing tri-partied Public-Private Partnership (PPP) to benefit developing economies, especially government officials and service delivery organizations across APEC economies:
- APEC e-Learning Training Program (AeLT).
- 1.18 Promote Enhanced cooperation between APEC fora such as APEC Business Advisory Council (ABAC), Committee on Trade and Investment (CTI), Economic Committee (EC), Emergency Preparedness Working Group (EPWG), Group of Friends on Disability (GoFD), Health Working Group (HWG), Mainstreaming Ocean Related Issues Steering Council (MOI), Policy Partnership on Science, Technology and Innovation (PPSTI), Policy Partnership on Women and Economy (PPWE), Small and Medium Enterprises Working Group (SMEWG), and Tourism Working Group (TWG) about Cross-cutting issues such as structural reform, mutual recognition of occupational standards on market-based licenses, vocational training/skill exchange programs in synergy with a cross-fora basis:
- APEC Economic Policy Report (AEPR) 2017 on Structural Reform and Human Capital Development in cooperation with EC;
  - Advancing Employment for Individuals with Disabilities in APEC in cooperation with GoFD;
  - Healthy Women, Healthy Economies Leadership Conference: Enhancing Women's Economic Participation by Improving Women's Health in cooperation with PPWE and HWG.

- 1.19 Encourage enhanced engagement in APEC Observers<sup>17</sup> and other international organizations such as Association of Southeast Asian Nations (ASEAN) Secretariat, Asian Development Bank (ADB), Association of Pacific Rim Universities (APRU), International Labour Organization (ILO), Organization for Economic Cooperation and Development (OECD), Pacific Economic Cooperation Council (PECC), Pacific Islands Forum (PIF) Secretariat, Southeast Asian Minister of Education Organization (SEAMEO), UNESCO, UNICEF, and World Bank in the spheres of human capacity, skills, education, supply chains, labour and employment.
- Demonstrate continued commitment to gender equality in all HRDWG activities and projects, including in response to the 2014 HRDWG Independent Assessment and in close collaboration with PPWE

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<sup>17</sup> Official APEC Observers are ASEAN Secretariat, PECC and PIF, while HRDWG approved the APRU as three-year guest status until 31 December 2017

### Annex 3. Activity Plan 2017 - 2020

Prioritized Activities	Objectives	Start Date	Completion Date	Lead Economy	Lead & Cross Fora	Key Performance Indicators/Outputs
<b>1. Convention of HRDWG Meetings</b>	1.1. Hold HRDWG Meetings to facilitate the forum's activities to mainstream human resources development within and beyond APEC	2017	2017	Viet Nam	HRDWG Lead Shepherd (LS)	<ul style="list-style-type: none"> <li>• Hold annual HRDWG Plenary and Technical meetings, which include Network meetings to strengthen the forum's discussion and activities</li> </ul>
		2018	2018	Papua New Guinea	HRDWG Lead Shepherd (LS)	<ul style="list-style-type: none"> <li>• Hold HRDWG Lead Shepherd's Advisory Committee (LSAC) meetings and tele/video conference as required to facilitate and make the forum's plans, agendas and programs for upcoming event</li> </ul>
		2019	2019	Chile	HRDWG Lead Shepherd (LS)	<ul style="list-style-type: none"> <li>• Invite guests and representatives of international organizations to the HRDWG related meetings (i.e. APRU, ASEAN Secretariat, PECC, PIF, ABAC, APEC Policy Support Unit, ATCWG, CTI, EC, EPWG, GOFD, HWG, MOI, SMEWG, PPSTI, PPWE, TWG, ABD, OECD, SEAMEO, UNESCO,</li> </ul>
		2020	2020	Malaysia	HRDWG Lead Shepherd (LS)	

					UNICEF, ILO, World Bank, etc.) and facilitate cross-fora cooperation in the sphere of human capacity building, skills, education, supply chains, labour and employment issues
	1.2. Convene Sectoral Ministerial Meetings and High-Level Policy Dialogues (HLPD) to support APEC's mission	2017	2017	Viet Nam	<p>HRDWG (CBN, LSPN)</p> <ul style="list-style-type: none"> <li>• Convene “the High-Level Policy Dialogue on Human Resources Development in the Digital Age (HLPD on HRD in the Digital Age)” in Ha Noi, Viet Nam on 15 May 2017</li> <li>• Produce expected outcomes such as APEC Framework on Human Resources Development in the Digital Age and recommend actions on Strengthening and Enhancing Social Protection towards Social Inclusion in APEC</li> </ul>
		2018	2018	TBC	<p>HRDWG (CBN, LSPN)</p> <ul style="list-style-type: none"> <li>• Prepare “the 7th APEC Human Resources Development Ministerial Meeting (HRDMM)”, which is planned to be held in 2018</li> </ul>

		2020	2020	TBC	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Prepare “the 7th APEC Education Ministerial Meeting (AEMM)”, which is planned to be held in 2020</li> </ul>
<b>2.</b> <b>Drafting, Endorsement, and Submission of HRDWG Documents</b>	2.1. Draft and endorse HRDWG Documents within the forum and submit them to SOM Steering Committee on ECOTECH (SCE)	2017	2020	All 21 economies	HRDWG	<ul style="list-style-type: none"> <li>• Draft and endorse annual HRDWG Work Plans, Strategic Plan 2017-2020, revised Terms of Reference, and annual HRDWG Report within the forum</li> <li>• Draft, endorse and submit the abovementioned documents to the SCE</li> </ul>
<b>3.</b> <b>Follow-up actions of Leaders’ and Ministers’ Mandates</b>	3.1. Undertake follow-up actions from APEC Leaders’ and Ministers’ mandate	2017	2020	All 21 economies	HRDWG	<ul style="list-style-type: none"> <li>• Prioritize Human Capital Development (2015, 2016), People-to-People Connectivity (2013, 2014) and the Promotion of Cross-Border Education (2012) as subjects of HRDWG activities</li> </ul>

(i.e. Projects, Workshops, Forums, Guidelines, Toolkits, Programs, Researches, etc.)	3.2. Continue follow-up actions of the APEC Education Ministerial Meetings (AEMM)	2016	2020	All 21 economies	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Promote and Encourage Submission of projects with their focus on the 6th AEMM (2016) general theme, which is “An Inclusive and Quality Education” and three sub themes, which are ‘Competencies’, ‘Innovation’ and ‘Employability’</li> <li>• Develop ‘APEC Education Strategy Action Plan’ and update and disseminate ‘Baseline Report on Current Status of Education in Asia-Pacific Region’</li> </ul>
	3.3. Continue implementation of the Joint Ministerial Statement of the APEC Human Resources Development Ministerial Meetings (HRDMM)	2014	2018	All 21 economies	HRDWG (CBN, LSPN)	<ul style="list-style-type: none"> <li>• Pursue and review “APEC HRD Action Plan 2015-2018 on Promoting Quality Employment and Strengthening People-to-People Connectivity through HRD” as recognized in the 6<sup>th</sup> HRDMM (2014)</li> </ul>
		2017	2017	Viet Nam	HRDWG (CBN, LSPN)	<ul style="list-style-type: none"> <li>• Convene a ‘Workshop on the role of Labour Market Information to Human Resource Development in the</li> </ul>

				Digital Age' (11 May 2017 in Ha Noi, Viet Nam)
2017	2017	Russia	HRDWG (LSPN)	<ul style="list-style-type: none"> <li>• Implement 'Building a culture of prevention on OSH in APEC economies' Project (12 April 2017 in Sochi, Russia)</li> </ul>
2016	2017	Australia	HRDWG (LSPN)	<ul style="list-style-type: none"> <li>• Convene a 'Workshop on improving quality employment opportunities for women' (6-7 March 2017 in Bangkok, Thailand)</li> </ul>
2016	2017	Australia	HRDWG (LSPN)	<ul style="list-style-type: none"> <li>• Convene a 'Labour Mobility Workshop' (18-19 February 2017 in Nha Trang, Viet Nam) and compose a 'Project Advisory Team' to draft 'APEC Labour Mobility Framework'</li> </ul>
2017	2018	Chinese Taipei	HRDWG (CBN)	<ul style="list-style-type: none"> <li>• Implement 'APEC Skills Development Capacity Building Alliance (Project ASD-CBA): Promoting capacity building on skills development aiming to enhance people-to-people, institute-to-institute and project-to-project connectivity. A series of events include: 1)</li> </ul>



					World Youth Skills Day Workshop; 2) Seed Trainer Upskilling Program; 3) Competency Application and Talent Development Symposium
	3.4. Develop work programs aimed at achieving the goals of High Level Policy Dialogues (HLPD)	2017	2020	All 21 economies HRDWG (CBN, EDNET, LSPN)	<ul style="list-style-type: none"> <li>• Develop work programs identifying and developing 21<sup>st</sup> century skills that are aligned with global education, training, and best practices that increase people's employability, mobility, productivity, and ability to respond to labour market demands, which were emphasized in the HLPD on Human Capacity Building (2015)</li> <li>• Develop work programs prioritizing development of 21<sup>st</sup> century science, technology and innovators, enhancement of students and researcher mobility, STEM and Cross border education, and cooperation in higher education as stated on the HLPD on</li> </ul>

						Science and Technology in Higher Education (2015)
		2016	2017	Russia	HRDWG (LSPN)	<ul style="list-style-type: none"> <li>• Conduct a ‘Study on APEC Member Economies Experiences in Raising the Retirement Age’</li> </ul>
		2016	2017	Russia	HRDWG (LSPN)	<ul style="list-style-type: none"> <li>• Conduct a ‘Study on APEC Member Economies Experiences in Providing Long-Term Public Care for Senior Citizens’</li> </ul>
	3.5. Implement projects under the direction of “APEC Services Competitiveness Roadmap Implementation Plan 2016-2025” to facilitate the mobility of skilled labour and professionals and to ensure the quality of skills and competencies those meet the market needs	2017	2017	Chinese Taipei	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Implement a project, ‘Advancing Career Development of Athletes in the APEC Region’</li> </ul>
		2016	2017	Australia	HRDWG (LSPN)	<ul style="list-style-type: none"> <li>• Develop a ‘Policy Framework for Labour Mobility in the APEC Region’</li> </ul>
		2017	2018	Australia	HRDWG (CBN)	<ul style="list-style-type: none"> <li>• Conduct consultation and develop the concept for an ‘Integrated Referencing Framework for Skills Recognition and Mobility in TVET’</li> </ul>

	2017	2018	Peru	HRDWG (CBN)	<ul style="list-style-type: none"> <li>• Implement ‘APEC Knowledge Network on Best Practices for Employability Soft-skills Development’ project</li> </ul>
	2016	2017/18	Australia; Peru	HRDWG(CBN); TWG	<ul style="list-style-type: none"> <li>• Develop an ‘APEC Occupational Standards Framework’ for adoption by APEC to identify the core skills required of industry in priority sectors, initially through a Test in the Travel, Tourism and Hospitality Industry</li> </ul>
	2016	2017	Chinese Taipei	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Conduct a project ‘Skills Training in Industry-Academia Collaboration in CTE: Best Practices and Implementation in the Engineering, Hospitality and Innovative Entrepreneurship Fields’, with a three-day workshop (25-27 April 2017 in Taipei, Chinese Taipei)</li> </ul>
	2017	2017	U.S.	HRDWG (CBN)	<ul style="list-style-type: none"> <li>• Implement Project DARE (Data Analytics Raising Employment)—An Employer Driven mobility in TVET</li> </ul>

<b>4.</b> <b>Continue</b> <b>Implementation of</b> <b>HRDWG-</b> <b>initiated Projects</b>	4.1. Continue efforts on enhancing cross-border education and mobility of students, researchers, and education providers	2015	2017	U.S.	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Implement ‘Global Competencies and Economic Integration’ Project</li> </ul>
		2017	2018	Australia	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Development of ‘APEC Guiding Principles for Research Integrity’ under project Phase Two</li> </ul>
		2016	2017	China	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Hold ‘Workshops for APEC Economies: PISA, TALIS, and Reforms in Basic Education’ in 2017</li> </ul>
		2016	2017	Japan; Thailand	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Produce ‘Textbook Development for Energy Efficiency, Energy Security and Energy Resiliency’</li> </ul>
		2015	On-going	Australia	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Grant ‘APEC Women in Research Fellowships’ as established under APEC Scholarship and Internships Initiative (2015)</li> </ul>
		2005	On-going	Korea	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Implement ‘APEC Future Education Consortium: Focusing on APEC Network of ICT Model Schools for Future Education (AFEC)’ Project</li> </ul>

		2004	On-going	Korea	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Implement ‘APEC Learning Community for Shared Prosperity (ALCom)’ Project</li> </ul>
		2017	TBC	Australia	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Propose and Implement ‘APEC Cross-Border Higher Education Data Collection’ Project</li> </ul>
		2016	2017	Australia	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Implement ‘APEC Quality Assurance in Online Education’ Project</li> </ul>
	4.2. Continue efforts on enhancing cooperation in higher education	2016	2017	China	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Conduct a ‘Research on Mutual Recognition of Credits among Universities in the APEC Region’</li> </ul>
		2014 2015	On-going 2020	China	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Employ utilization of platforms such as the APEC Higher Education Research Centre (AHERC) and APEC Education Research Network (AERN)</li> </ul>
	4.3. Promote Science, Technology, Engineering and Math (STEM) education to cultivate human resources and	2017	2018	Russia	HRDWG (EDNET)	<ul style="list-style-type: none"> <li>• Implement ‘The Open Environment for Math Education in APEC Schools—Phase 2’ Project</li> </ul>

	individual talents for innovation					
	4.4. Promote and assure the transparency, quality and accessibility of primary, secondary, and general education and life-long learning	2017	2020	All 21 economies	HRDWG	• Propose and Implement relative projects
	4.5. Implement capacity building projects on specific policy themes and service delivery issues, including training programs	2006	On-going	Korea	HRDWG (EDNET)	• Implement ‘APEC e-Learning Training Program (AeLT)’ Project
5. Others	5.1. Implement recommendations from Independent Assessment (IA, 2014) and prepare the upcoming IA (to be conducted in 2018)	2014	2017	All 21 economies	HRDWG Lead Shepherd (LS)	<ul style="list-style-type: none"><li>• Implement the following seven (7) recommendations from the IA (2014):<ol style="list-style-type: none"><li>1) Improve the process for developing high-quality, high-priority Concept Notes.</li><li>2) Ensure that HRDWG objectives align with all APEC mission and priority statements.</li></ol></li></ul>

						<ul style="list-style-type: none"> <li>3) The Lead Shepherd should consider additional, low-cost opportunities to develop future HRDWG leaders.</li> <li>4) Structure meetings to maximize time dedicated to substantive discussion.</li> <li>5) Refine selection criteria and desired skill sets for the Lead Shepherd.</li> <li>6) Take evaluation seriously at all levels, including project planning and implementation.</li> <li>7) Demonstrate continued commitment to gender equality in all HRDWG activities and projects.</li> </ul>
	5.2. Draft and Endorse APEC Economic Policy Report (AEPR) 2017 on Structural Reforms in Human Capacity Development” in cooperation with APEC Economic Committee (EC)	2017	2017	All 21 economies	HRDWG Lead Shepherd (LS)	<ul style="list-style-type: none"> <li>• Draft and Endorse APEC Economic Policy Report (AEPR) by August 2017, which is focused on Structural Reforms in Human Capacity Development as the Economic Committee (EC)’s flagship annual report featuring</li> </ul>

	structural reforms undertaken both regionally and within member economies
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#### Annex 4: Itemized Work Plans for 2017: HRDWG Meetings (in Chronological Order)

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/ SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<b>The 41<sup>st</sup> HRDWG Plenary Meeting</b>  20-22 February 2017  Nha Trang, Viet Nam	The 41 <sup>st</sup> HRDWG Plenary Meeting and Education, Capacity Building, and Labour and Social Protection Network Meetings were held in Nha Trang, Viet Nam on 20 to 22 February. A total of 21-member economies participated in the meeting and the summary record was circulated on 14 March.	SCE	<b><u>ECOTECH</u></b>  Human Capital Development	The 41 <sup>st</sup> HRDWG Plenary Meeting invited speakers from APEC Economic Committee (EC), Policy Support Unit (PSU), and Mainstreaming Ocean Related Issues Initiative (MOI). Also, speakers from external organizations such as Association of Pacific-Rim Universities (APRU) and UNESCO Bangkok Office participated the meeting.
<b>The 42<sup>nd</sup> HRDWG Plenary Meeting</b>  12-14 May 2017  Ha Noi, Viet Nam	In the margins of SOM 2, HRDWG Plenary Meetings will be held in May 2017 in Ha Noi, Viet Nam.  The 42 <sup>nd</sup> HRDWG Plenary Meeting will be held on 14 May 2017.  The meeting agenda are follow-up actions and implementations from the	SCE	<b><u>ECOTECH</u></b>  Human Capital Development	The 42 <sup>nd</sup> HRDWG Plenary Meeting will invite speakers from APEC Project Management Unit (PMU) and Policy Support Unit (PSU).

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/ SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	<p>41<sup>st</sup> HRDWG Plenary Meeting and expected deliverables of the High-Level Policy Dialogue on Human Resources Development in the Digital Age (HLPD on HRD).</p> <p>The Preparatory Meeting for High Level Policy Dialogue on Human Resources Development in the Digital Age (HLPD on HRD) will be held on 13 May 2017.</p> <p>The 34<sup>th</sup> EDNET Meeting and a joint meeting between APEC Policy Partnership on Science, Technology and Innovation (PPSTI) and HRDWG EDNET will be held on 13 May 2017.</p>			

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/ SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<p><b>High Level Policy Dialogue on Human Resources Development in the Digital Age</b> (Proposed by Viet Nam)</p> <p>15 May 2017 Ha Noi, Viet Nam</p>	<p>As Viet Nam is the host for APEC in 2017, the Ministry of Labour, Invalids and Social Affairs (MOLISA) has been tasked with organizing a High-Level Policy Dialogue on Human Resources Training in the Digital Age, which will be held on 14-15 May 2017 in Ha Noi, Viet Nam.</p> <p>The aim of this dialogue is to address three major concerns facing the world of work: i) future of work in the age of automation and digitization; ii) education and training needs to meet the demands of the new economy; and iii) broad implications for the labour market.</p> <p>The APEC high level policy dialogue on human resources development in the digital age can leverage the ongoing conversations across 21 economies under four major themes:</p>	<p>The 6<sup>th</sup> HRDMM Joint Ministerial Statement</p>	<p><b><u>ECOTECH</u></b> Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b> Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>Many international organizations including the ILO, WB, ADB, GIZ... have expressed their willingness to provide technical expertise and global/regional research products to inform discussions on challenges and opportunities stemming from technological advancement, with a clear focus on low-income member economies of APEC.</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/ SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	<p>i) work and society; ii) decent jobs for all; iii) organization of work and production; and, iv) governance of work.</p> <p>The expected outcomes are: i) APEC Framework on Human Resources Development in the Digital Age and ii) Recommended actions on Strengthening and Enhancing Social Protection towards Social Inclusion in APEC.</p>			

### Annex 5: Itemized Work Plans for 2017: HRDWG Documents

<b>Title</b>  <b>(Document/Project No.)</b>  <b>Lead Economy</b>  <b>Expected Completion Date</b>	<b>Summary of Specific Plans</b>	<b>Mandate</b>  (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	<b>ECOTECH Priorities and/or Host Year Priorities</b>	<b>Cross-fora collaboration</b>  (Within APEC and beyond APEC)
<b>HRDWG Work Plan 2017</b>  (2017/SOM1/SCE-COW/023)  To be updated by May 2017	The Work Plan will be tabled for consideration at the 41 <sup>st</sup> HRDWG Plenary Meeting, which will be held in Nha Trang, Viet Nam and will be submitted for endorsement to the SCE 1.  The Work Plan will be updated and be reported to SCE 2 in May 2017.	SCE	<b><u>ECOTECH</u></b>  Human Capital Development	-
<b>HRDWG Strategic Plan 2017-2020</b>  (N/A)	The Strategic Plan will be tabled for consideration at the 42 <sup>nd</sup> HRDWG Plenary Meeting, which will be held in Ha Noi, Viet Nam in May and will be submitted for endorsement to the SCE 2.	SCE	<b><u>ECOTECH</u></b>  Human Capital Development	-

<b>Title</b>  <b>(Document/Project No.)</b>  <b>Lead Economy</b>  <b>Expected Completion Date</b>	<b>Summary of Specific Plans</b>	<b>Mandate</b>  (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	<b>ECOTECH Priorities and/or Host Year Priorities</b>	<b>Cross-fora collaboration</b>  (Within APEC and beyond APEC)
To be drafted and proposed by May 2017				
<b>HRDWG Terms of Reference (TOR)</b>  (2016/SOM1/SCE/004)  To be revised by May 2017	(The latest TOR, which was endorsed in 2016 will be revised and submitted for endorsement to the SCE 2 in 2017)	SCE	<u><b>ECOTECH</b></u>  Human Capital Development	-

<b>Title</b>  <b>(Document/Project No.)</b>  <b>Lead Economy</b>  <b>Expected Completion Date</b>	<b>Summary of Specific Plans</b>	<b>Mandate</b>  (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	<b>ECOTECH Priorities and/or Host Year Priorities</b>	<b>Cross-fora collaboration</b>  (Within APEC and beyond APEC)
<p><b>APEC Education Strategy</b></p> <p><b>&amp;</b></p> <p><b>Education for Quality Growth: Competencies, Employability and Innovation: Research and Development of Instruments</b></p> <p>(HRD 01 2016A)</p> <p>People's Republic of China</p> <p>To be completed on 30 April 2017</p>	<p>APEC Education Strategy outlines a path for achieving a strong and cohesive APEC education community characterized by inclusive and quality education that supports sustainable economic growth and social well-being, enhances competencies, accelerates innovation and increases employability.</p> <p>Action Plan for the APEC Education Strategy will be developed jointly by APEC host economy, the EDNET Coordinator as well as leading economy of each priority areas decided at the 6th AEMM for further</p>	<p>2016 APEC Economic Leader's Declaration;</p> <p>The 6th AEMM Joint Ministerial Statement (2016)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>The project study team coordinates with agencies, business groups, experts, and other organizations in the USA and partnering economies to promote implementation of the survey within the participating economies.</p>

<b>Title</b>  <b>(Document/Project No.)</b>  <b>Lead Economy</b>  <b>Expected Completion Date</b>	<b>Summary of Specific Plans</b>	<b>Mandate</b>  (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	<b>ECOTECH Priorities and/or Host Year Priorities</b>	<b>Cross-fora collaboration</b>  (Within APEC and beyond APEC)
	education development in the Asia Pacific Region.			
<b>APEC Labour Mobility Framework</b>  (HRD 18 2016S)  Australia	An APEC framework for action on labour mobility, containing a broad-ranging menu of policy issues, will be developed for consideration during the HRDWG annual meeting in May. This will build on a general research project in 2015 and a specific project	The 6 <sup>th</sup> HRDMM Joint Ministerial Statement (2014)	<b>ECOTECH</b>  Human Capital Development, Regional Economic Integration	The workshop (February 2017) invited representatives from ABAC, BMG, CTI, EC, FMP, GOS, HRDWG Network Coordinator, MAG, PPWE, SMEWG, TWG and others.



<b>Title</b>  <b>(Document/Project No.)</b>  <b>Lead Economy</b>  <b>Expected Completion Date</b>	<b>Summary of Specific Plans</b>	<b>Mandate</b>  (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	<b>ECOTECH Priorities and/or Host Year Priorities</b>	<b>Cross-fora collaboration</b>  (Within APEC and beyond APEC)
To be drafted by APEC Labour Mobility Project Advisory Team and proposed by HRDWG by August 2017	<p>highlighting gaps in social protection for global workers and two-day-long workshop, which was held in Nha Trang, Viet Nam in February 2017. An advisory team will be composed to draft APEC Labour Mobility Framework.</p> <p>This framework would be developed as a nonbinding regional strategy on labour mobility which recognizes the rights of all APEC member economies to develop policies suitable to their domestic circumstances.</p>		<u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth, Deepening Regional Economic Integration	The project advisory team is composed of representatives of Indonesia, Malaysia, the Philippines, Chinese Taipei, the United States and Viet Nam and also APEC Economic Committee (EC), Tourism Working Group (TWG) and Association of Pacific Rim Universities (APRU).

<b>Title</b>  <b>(Document/Project No.)</b>  <b>Lead Economy</b>  <b>Expected Completion Date</b>	<b>Summary of Specific Plans</b>	<b>Mandate</b>  (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	<b>ECOTECH Priorities and/or Host Year Priorities</b>	<b>Cross-fora collaboration</b>  (Within APEC and beyond APEC)
<p><b>APEC Economic Policy Report (AEPR) 2017</b> (Annual Report produced by EC)</p> <p>To be drafted by August 2017</p>	<p>APEC Economic Policy Report (AEPR) is the Economic Committee's flagship annual report featuring structural reforms undertaken both regionally and within member economies. AEPR replaced the EC's previous annual publication, APEC Economic Outlook, in 2006 as structural reform became EC's central mandate.</p> <p>In 2017, Human Capital Development has been selected as the subject of AEPR. In this regard, the EC and HRDWG will work closely to produce a draft of an analytic report by August 2017.</p>	<p>2006 APEC Economic Policy Report on Structural Reform</p>	<p><b><u>ECOTECH</u></b>  Human Capital Development</p>	<p>The AEPR is an annual report produced by the Economic Committee (EC).</p> <p>In this regard, the HRDWG will work closely with EC in 2017 to prepare the report.</p>

## Annex 6: Itemized Work Plans for 2017: HRDWG Initiatives & Projects

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<p><b>APEC Skills Development Capacity Building Alliance (ASD-CBA): Seed Trainer Upskilling Program</b> (HRD 04 2016S)</p> <p>Chinese Taipei</p> <p>To be completed on 30 November 2017</p>	<p>Echoing to the 2017 APEC Priority Areas on “Strengthening MSMEs’ Competitiveness and Innovation in the Digital Age,” APEC Skills Development Capacity Building Alliance (ASD-CBA) scheduled to put forward a vocational training and skill development program to provide skill-oriented training agenda such as Green Energy, Automation Intelligence and digital skills, to encourage skill exchanges between skilled workers, technicians, instructors regarding upskilling and employability.</p>	<p>The 2016 APEC Economic Leaders’ Declaration;</p> <p>The 6<sup>th</sup> HRDMM Joint Ministerial Statement (2014)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development, Regional Economic Integration</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Strengthening MSMEs’ Competitiveness and Innovation in the Digital Age</p>	<p>-</p>
<p><b>Study on APEC Member Economies Experiences in Raising the Retirement Age</b> (HRD 10 2016S)</p>	<p>The project aims to conduct a study on APEC economies experiences in raising the retirement age, including motivations and basic conditions for implementing such a reform; concrete policy designs and rationale for their use; challenges</p>	<p>the Port Moresby Joint Statement on the 2015 High-Level Policy Dialogue on Human Capacity Building</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p>	<p>-</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
Russia          TBC	and opportunities associated with the reform.   The study will be conducted in the form of an online questionnaire to be filled by the economies. The summarized results of the study we would like to send to the economies intersessionally.		<u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth	
Study on APEC Member Economies Experiences in Providing Long- Term Public Care for Senior Citizens  (HRD 11 2016S)       Russia       TBC	The project aims to conduct a study on APEC economies experience in organizing public long-term care for seniors in order to provide guidance for the economies seeking to improve the existing arrangements. Topics to be covered by the study include the types of care, financial arrangements, a variety of services provided to the residents, experience in building public-private partnerships etc.   The study will be conducted in the form of an online questionnaire to	-	<u><b>ECOTECH</b></u>  Human Capital Development  <u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth	-

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	be filled by the economies. The summarized results of the study we would like to send to the economies intersessionally.			
<b>Advancing Career Development of Athletes in the APEC Region</b> (HRD 02 2017S)  Chinese Taipei  To be completed on 31 December 2017	The purpose of “Advancing Career Development of Athletes in the APEC Region” is to bring together representatives of government, academia and business to discuss the most effective ways to provide career development for young athletes, especially female athletes. In doing so, a holistic approach can be realized for developing career development programs. In addition, the APEC Sports Policy Network (ASPN), established in 2016 under the “APEC High Level Policy Dialogue on Education and Career Planning for Young Athletes” (HRW 05 2016S) project, will	-	<u><b>ECOTECH</b></u>  Human Capital Development	-

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	<p>further discuss the ways to raise awareness of women's sports to increase women's participation in sports.</p> <p>During this year, two workshops will be held and APEC Sports Newsletter will also be published in April, July, and October. The 2017 APEC Workshop "Linking Education and Start-Ups: Youth, Women, and Athletes" will be held in Ha Noi on May 13, 2017, which will focus on government policies to connect start-ups and education for women athletes as well as share best practices for youth start-ups; "2017 APEC Women's Sports Summit" will be held in Taipei in October 2017, which will discuss the best ways to cultivate women's sports habits and advance the visibility or women's participation in sports through public-private-partnership (PPP). The APEC Sports</p>			

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	<p>Newsletter will be an information platform to share APEC economies' policies and best practices in sports and human resources related issues.</p> <p>All APEC economies will be invited to participate in the workshop and summit as well as to contribute the articles for the columns in the APEC Sports Newsletter.</p>			
<p><b>Technical and Professional Education: A mission for all. Raising awareness on their importance for local, social and economic development</b></p> <p>proposed by Chile</p>	<p>In Chile a document on Domestic Policy for technical and professional training defined a work plan to build a pathway to enhance technical education. Local meetings were held including the attendance of students, head teachers and parents. The idea was to get information about the design of this domestic policy and get to know their aspirations, expectations and commitments for the development and enhancement of this type of education. This concluded on a document that has been essential</p>	<p>The 6<sup>th</sup> APEC Education Ministerial Meeting Joint Statement (2016)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p>	<p>The project will set joint work between the Education Network, EDNET and the Labour and Social Protection Network, LSPN (this is between Ministries of Education and Labour on each economy) both belonging to HRDWG.</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
for endorsement and co-sponsorship  Session 1-2017	for the elaboration of the domestic policy on technical training.  This process can be enriched by the contribution of international experiences and visions from APEC economies. This project intends to raise awareness on the importance of technical education for local, social and economic development and it is originated under the education network, EDNET. In 2017 and 2018 two workshops and site visits will be organized in a region of Chile where a technical institution is underway. Participating economies will present their experiences on creating technical institutions and how private and public actors have been able to work together to promote local development through the establishment of linkages between the academic and productive sector. After that we will be able to			



Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	systematize shared knowledge and experiences from different economies and this document will be a source of learning for all APEC economies on the issue of technical education and its role on economic and social development.			
<p><b>Implementation of Database to Strengthening Mobility and Promoting Regional Integration of Professional Engineers in APEC Economies</b></p> <p>proposed by Singapore</p> <p>for endorsement and</p>	<p>In September 2015, the Chinese Taipei APEC Engineer Monitoring Committee and the Workforce Development Agency of Ministry of Labour jointly conducted a two-day-long workshop to discuss the feasibility and implementation of a centralized data bank that includes more than 7,000 registered APEC Engineers. The workshop, co-funded by APEC was attended by 75 participants from 15 member economies. In this workshop, it was concluded by all participants the need to establish individual economy registers and to have the data linked to a centralized website.</p>	<p>The 2016 APEC Economic Leaders' Declaration (Annex B. APEC Services Competitiveness Roadmap 2016-2025);</p> <p>The 2014 APEC Economic Leaders' Declaration (Annex C. APEC Connectivity Blueprint for 2015-2025);</p>	<p><b>ECOTECH</b></p> <p>Human Capital Development</p>	<p>The project will engage other relevant APEC fora such as ABAC, CTI, GOS, and SMEWG.</p> <p>Beyond APEC, the project will invite members of PECC, International Engineering Alliance (IEA), Federation of Engineering Institutions of Asia and Pacific (FEIAP), World Federation of</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
co-sponsorship Session 1-2017	The objective of this project is the creation of a centralized databank which will serve as an information-sharing platform and thereby facilitate the promotion of the mobility of engineers at the professional level. The centralized databank would enable each participating economy to verify whether the credential of an engineer is substantially equivalent to those currently working within their respective jurisdictions, and engage the services of such engineers where needed. To introduce the APEC Engineer register and to promote the usage of its databank, a workshop will be conducted in July 2018 for all stakeholders including APEC Economies which are not members of APEC Engineer register.			Engineering Organizations (WFEO), OECD, UNDP to advance APEC's priorities.

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<p><b>APEC STEM Education for Economic Growth: Curriculum (2018), Teacher Education (2019), and STEAM and Women (2020)</b></p> <p>proposed by Thailand and Japan</p> <p>for endorsement and co-sponsorship</p> <p>Session 2-2017</p>	<p>As a part of the ECOTECH (economic and technical cooperation) challenges for rectifying diversities of economic development, Thailand and Japan seek co-sponsorship for the following three three-year projects aiming for the development of high-quality STEM education: (1) APEC STEM Education in APEC Economies for Growth and Networking of Curriculum Developers (2018); (2) Teacher Education (2019); and (3) Further issues such as Arts and Applied Math (STEAM) and Women (2020). STEM education is recognized as a necessary reform for economic development in APEC economies. However, the process of this reform reveals a tentative STEM divide. Indeed, there are huge diversities between economies and within every economy regarding the status of STEM education. In some economies, STEM is tentatively offered for only selected students or by experimental schools seeking new levels of excellence. In some economies, STEM education is in</p>	<p>APEC Ministers (2016): enhanced STEM education for economic growth.</p> <p>APEC Leaders (2016): enhanced STEM education for eliminating gender disparities.</p> <p>In Vietnam, HRDWG-EDNET meetings in SOM1 and SOM2: Focus on STEM education in the context of those priorities.</p>	<p><b><u>On ECOTECH</u></b></p> <p>Human Capital Development,</p> <p><b><u>On Priorities (Funding Criteria in 2017)</u></b></p> <p>Rank 1: Human development, cooperation on education, science and technology, alignment of education</p> <p>Rank 2: The project for STEM education includes the contents of Inclusive, Sustainable and Innovative Growth such as science and</p>	<p>The previous projects on lesson study used the Energy Working Group's APEC Energy Database in 2017 and treated the matter of Emergency Preparedness Working Group on natural disasters in 2012-2015. UNESCO used the products of projects. It mined that the projects provided the model for Education for Sustainable Development in the world. The project will be done by those cross-fora bases and will be in collaboration with other related projects.</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	<p>the process of preparation; however, it is still too expensive, and there are few teachers who can plan and teach STEM. For overcoming the diversities, these projects will hold a seminar at the SOM in the host APEC economy, Papua New Guinea, in 2018, in Chile in 2019, and in Malaysia in 2020. The objective of the seminar for STEM education is to share good models, ideas and approaches with the participation of all APEC economies on the Curriculum and its implementations in 2018, Professional Development in 2019, and Further activity for Arts, Applied Math and Gender in 2020. To learn from each other regarding ECOTEC, Japan and Thailand will have the steering meetings in Tokyo and in Khon Kaen to share recommendations based on the seminars.</p>		technology and ICT	

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<p><b>Project for youth employment promotion</b></p> <p>proposed by Korea</p> <p>for endorsement and co-sponsorship</p> <p>Session 1-2017</p>	<p>To hold an “APEC Forum on Youth Employment Promotion” in September 2017 in Seoul, where policy makers from each APEC economy will participate to share their experiences in expanding job opportunities and enhancing vocational training for youth and discuss ways to move forward for policy advancement as well as options for further cooperation among members.</p>	<p>The 2016 APEC Leaders’ Declaration</p> <p>Joint Ministerial Statement from the 2016 APEC Ministerial Meeting</p> <p>The 6<sup>th</sup> APEC Education Ministerial Meeting Joint Statement (2016)</p> <p>APEC Framework for Boosting Youth Education, Employment, and Entrepreneurship (2016)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>-</p>
<p><b>Capacity Building for APEC Member Economies on ISO/IEC 17024 Conformity Assessment-General Requirements for Bodies Operating</b></p>	<p>Personnel certification has become an important element of verifying the competence of an increasingly mobile and global workforce, underscoring the value of industry-recognized credentials that can be carried across domestic borders. This project aims to build the capacity of industries, standard practitioners and policy-makers</p>	<p>The 2013, 2016 Leaders’ Declaration</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Deepening Regional</p>	<p>The project is proposed as a cross fora project between SCSC and HRDWG. The led fora of the project is SCSC under CTI. HRDWG</p> <p>This project will also support initiatives of</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<p><b>Certification of Persons</b></p> <p>proposed by Malaysia at the Sub-Committee on Standards and Conformance under Committee on Trade and Investment (SCSC under CTI)</p> <p>for endorsement and co-sponsorship</p> <p>Session 1-2017</p>	<p>through a workshop and a seminar on the ISO/IEC 17024. The in-depth understanding of this international standard is crucial in creating a framework that promotes talent mobility of APEC member economies by improving business services excellence and efficiency in identified sectors.</p> <p>It will contribute to the strengthening of APEC economies by increasing the quality of the human resources, harmonization of person standards of competence among APEC economies and increase the mobility and job opportunities of people.</p>		Economic Integration	other fora such as the Human Resource Development Working Group (HRDWG), Committee on Trade and Investment (CTI), the Small and Medium Enterprises Working Group (SMEWG), and the APEC Business Advisory Council (ABAC).
<p><b>Promoting Sustainable Development in Artisanal and Small-Scale Gold Mining</b></p>	<p>An estimated 4-5 million women and children are engaged in ASGM. The project will assess formal and informal ASGM and outline steps to promote sustainable development in selected APEC economies. It will focus on</p>	<p>The 1994 Jakarta Declaration</p> <p>The 1995 Osaka Action Agenda</p>	<p><b>ECOTECH</b></p> <p>Human Capital Development</p>	<p>The project will coordinate activities with the MTF, selected APEC economies, and especially with the existing MTF project to address mercury use in</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
<p>proposed by the United States at the Mining Task Force (MTF) under SCE</p> <p>for endorsement and co-sponsorship</p> <p>Session 1-2017</p>	<p>improving working conditions, and addressing child labour and female miners. The project will engage APEC economies' specialized government agencies, mining companies, mining-supply chain experts and stakeholders. Results of the assessment and project outcomes will be shared at two workshops and multiple webinars.</p> <p>The project complements other APEC MTF efforts on ASGM by increasing knowledge and raising awareness about critical legal, economic and social issues surrounding ASGM and supporting the implementation of the Minamata Convention (2014 APEC Ministers Responsible for Mining Declaration). The project will strengthen corporate social responsibility by increasing transparency and working conditions in gold mining supply chains. It supports a USDOL \$5 million global project to combat</p>	<p>The 1996 Declaration on an Asia-Pacific Economic Cooperation Framework for Strengthening Economic and Technical Cooperation</p> <p>2006 APEC Senior Officials' Report on Economic and Technical Cooperation</p> <p>The 2010 Leaders' Growth Strategy</p> <p>The 2012, 2013, 2014 APEC Leaders' Declaration</p> <p>The 2014 APEC Ministers' Responsible for Mining</p> <p>10 APEC Mining Policy Principles</p>	<p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>ASGM led by the U.S. Department of State and the proposal submitted by the government of Papua New Guinea on ASGM.</p> <p>The project complements an existing USDOL \$5 million global project to combat child labour and improve working conditions in ASGM that includes the Philippines and activities in the Asia-Pacific region.</p>

Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	child labour and improve working conditions in ASGM. It includes capacity-building activities in the Asia-Pacific region.			
<p><b>APEC Gendered Innovation for Technology and Science (GIFTS): Promoting Women in STEM for Sustainable Growth</b></p> <p>proposed by Chinese Taipei at the Policy Partnership on Women and the Economy (PPWE) under SCE</p> <p>for endorsement and co-sponsorship Session 1-2017</p>	<p>Responding to APEC's theme for 2017 with the priority "promoting sustainable, innovative and inclusive growth," the core values of SDG 8.3/8.9 and UNESCO's Medium-Term Strategy for 2014-2021, embracing the transformative power of innovation will effectively contribute to gender equality and economic growth.</p> <p>The goal of the project "APEC GIFTS (Gendered Innovation for Technology and Science) for Women in the creative industry" aims at how cultural dimensions could combine with STEM/ICT, as well as help women entrepreneurs to upgrade skills and quality for creating sustainable enterprises. It focuses on innovative approaches</p>	<p>The 2016 Leaders' Declaration</p> <p>The 2016 APEC Women and the Economy Forum (WEF) Statement</p> <p>The 8<sup>th</sup> Priority of the Boracay Action Plan (2015)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>The project will contribute to close collaboration between PPWE and APEC fora (HRDWG, SMEWG, TWG, and PPSTI).</p> <p>The project will invite key enterprises, the private sector and NGOs/NPOs partners.</p>



Title	Summary of Specific Plans	Mandate (Leaders/Ministers/SOM/SCE Priorities and Decisions, Strategic Plans and to ABAC recommendations)	ECOTECH Priorities and/or Host Year Priorities	Cross-fora collaboration (Within APEC and beyond APEC)
	<p>to address issues that impact women entrepreneurs' opportunities to participate in and contribute to the creative industry.</p> <p>The project provides: (1) a workshop to demonstrate good practices/ideas from around APEC member economies; and (2) recommendations to assist stakeholders in building gender-sensitive policies that promote economic benefits, cultural diversity, and encourage women entrepreneurs to enter international markets for profit and development.</p>			
<b>Health and Medical Big Data Innovation</b>	Health and medical big data is considered valuable for all, but the health and medical big data industry is facing many difficulties, including lack of a valid supervision system and talents. This project seeks to	The 2016 Leaders' Declaration	<b><u>ECOTECH</u></b>  Human Capital Development	This training program will promote cross-fora collaboration with the HRDWG, SMEWG and HWG to achieve

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<p>proposed by People's Republic of China at the Policy Partnership on Science, Technology, and Innovation (PPSTI) under SCE</p> <p>for endorsement and co-sponsorship</p> <p>Session 1-2017</p>	<p>find solutions by a systematic and professional training program for policy makers and stakeholders, based on existing experiences and best practices from China and other economies.</p> <p>Planned activities include performance studies on current practices and policies, a workshop for sharing best practices and develop training curriculum, and pilot training curriculums. The purpose of this project is to help governments to build an enabling environment for health and medical big data industry development, which perfectly fits in China's RAASR IAP. The project will be mainly conducted in Xiamen, China. Expected outcome will be an online publication freely accessed by stakeholders and public.</p>	<p>Port Moresby Joint Statement from the High Level Policy Dialogue on Human Capacity Building (2015)</p> <p>PPSTI Strategic Plan 2016-2025</p> <p>PPSTI Proposed Work Plan 2016</p>	<p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>fora's objectives and APEC Bogor Goals.</p>

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<p><b>Foster International Technology Transfer (ITT) Professionals for the APEC STI Cooperation and Connectivity</b></p> <p>proposed by People's Republic of China at the Policy Partnership on Science, Technology, and Innovation (PPSTI) under SCE</p> <p>for endorsement and co-sponsorship Session 1-2017</p>	<p>This Project aims to benefit the innovative economics growth in APEC region, by promoting connectivity of International Technology Transfer professional.</p> <p>Project is expected to facilitate ITT experience, knowledge and understandings sharing through workshops and seminar; and seek common vision by exchanging and communication platform building. Based on outputs of planned activities, project will provide policy recommendations and a vision statement for policy makers.</p> <p>Project will include two workshops in China, as well as one seminar and one forum in Vietnam. The main outcome will be a white book on APEC ITT professional connectivity.</p>	<p>APEC's strategy of RAASR in facilitating more open, well functioned, transparent and competitive markets by creating easier innovation environment for MSMEs; promoting deeper participation in those markets by attracting talent from all segments of society to be engaged to ITT works; and contribute to building of sustainable industry policy by developing standard for ITT projects and practitioners.</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>Apart from PPSTI, project plans to take part in APEC Business Advisory Council (ABAC) as ITT is beneficial for commercialization of knowledge and practical technologies, which could lead to innovative economies growth in APEC region, especially for those MSMEs.</p> <p>Economies will be able to get new driven force from S&amp;T creators, as a result of ITT and knowledge commercialization, connectivity will be promoted as well.</p>

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				Human Resources Development Working Group (HRDWG) is also optional as the project would encourage establishments of startups.
<p><b>Cross-Border Human Capacity Building for Glocalized Scientific Literacy: Phase 1 The Best Practice for Innovative STEM- Related Education for Teacher Professional Development</b></p> <p>proposed by Chinese Taipei and Thailand</p>	<p>To cultivate future workforce skills in APEC region, this “glocalized” scientific literacy enhancement project will engage relevant fora and multilateral organizations through collaborative research and publication, as well as shared training, to:</p> <ul style="list-style-type: none"> <li>● Raise teachers’ STEM instructional skills through localized policy changes and initiatives, in particular, via two phases of sharing and design of science and technology curriculum standards for Senior High Schools (2018) and Junior</li> </ul>	<p>The 2016 Leaders’ Declaration</p> <p>The 6<sup>th</sup> AEMM Joint Ministerial Statements (2016)</p> <p>The project supports the APEC Education Strategy objective of promotion of science, technology and innovation in education and pedagogical practices as well as promotion of cross-border education cooperation and academic mobility.</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	

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for endorsement and co-sponsorship Session 2-2017	<p>High Schools (2019).</p> <ul style="list-style-type: none"> <li>● Develop STEM teaching modules during workshop sessions to exemplify the expansion and implementation of new science educational initiatives with glocalization approach, to an economy-wide scale, and</li> <li>● Share existing best practices in schools and further present outcomes of the teaching modules developed during the workshops.</li> </ul> <p>Chinese Taipei (July) and Thailand (October) will each hold one teachers' professional development workshop in 2018. The 3-day workshops will comprise themed talks on STEM teachers' training and curriculum design, and workshops on STEM course design.</p>			

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<p><b>Regional Industry-Academia Collaboration for Talent Development: An Exchange of Skills Training, Internships and Jobs</b></p> <p>proposed by Chinese Taipei</p> <p>for endorsement and co-sponsorship</p> <p>Session 2-2017</p>	<p>To address the issue of youth employability by closing the gap between education and skills required in field operation within the APEC region, this project re-strategizes collaborative partnership with APEC member economies to provide vocational education, field skills training and exchange internship to students/youth from member economies. As a follow-up event to the TVET Forum hosted in Chinese Taipei in April 2017, this project highlights a new model of exchange, including vocational education and skills training, student internship, talent mobility, and field jobs at work. The overall goal is to promote and demonstrate a series of strategically-designed industry-driven TVET programs, aiming to strengthen connectivity with APEC member economies.</p>	<p>The 2016 Leaders' Declaration</p> <p>The 6<sup>th</sup> AEMM Joint Ministerial Statements (2016)</p> <p>The project supports the APEC Education Strategy objective of promotion of collaboration between government, higher education and TVET institutions, business and education and training stakeholders as well as smoothing the transition from education to work.</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	

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	Planned activities include a visit to industry-driven TVET programs and the respective partner companies in Chinese Taipei, which will enable participants to gain deeper understanding of the newly-devised programs and engage in closer interaction with schools, businesses and inbound youth students/ trainees.			
<b>APEC Community for Education Innovation (APEC CEDI)</b>  <b>to be proposed as a Self-funded Project by the Republic of Korea in EDNET</b>	APEC economies have been steadily developing education policy and curriculum as well as accumulating innovative experiences. APEC Community for Education Innovation (APEC CEDI) will collect and analyse these innovative education experiences and HRD practices through joint researches on the basis of open partnership. The research findings will be shared through web portal and publications for academia, education specialists, practitioners, and policy makers and will be implemented in public-private	The project supports the aim of the APEC Education Strategy and plans to focus on development of core competencies of students and teachers, acceleration of Innovation and increase of employability through cooperation between industry and academia.	<u><b>ECOTECH</b></u>  Human Capital Development  <u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth	

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	<p>sectors by designing and developing the Pilot models.</p> <p>APEC CEDI will narrow down the gaps in policy, knowledge, capabilities and provide mutual understanding on diverse systems and contexts among member economies. Furthermore, APEC CEDI will enhance capabilities of individuals in each economy toward the challenges of the 4th Industrial revolution with a view to providing substantial and innovative changes for APEC wide education.</p>			
<p><b>APEC Prize for Learning Innovation in Education</b></p> <p>To be proposed from EDNET</p>	<p>An annual award which recognizes outstanding individuals that have demonstrated commitment to excellence in education and learning with innovative approaches and methods and proven outcome and impact.</p>	-	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p>	



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<p><b>APEC Education Development Newsletter</b></p> <p>To be proposed from EDNET</p>	<p>The APEC Education Development Newsletter will reflect the most up-to-date education status in APEC economies and education development in the Asia-Pacific region as a whole. In doing so, hopefully, it will inform relevant policymaking process in APEC member economies and serve as a foundation for collaborative projects and initiatives among APEC economies.</p> <p>It consists of contents (preferably short articles) contributed by member economies on voluntary basis as well as information collected through literature review. It will be circulated among member economies by e-mail and meanwhile uploaded to APEC webpage where appropriate.</p>	-	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p>	
<p><b>6th APEC Conference on</b></p>	<p>Series of APEC conferences on education became a platform for the testing and replication of best</p>	<p>The 2012 APEC Economic Leaders' Declaration (Annex D. Promoting</p>	<p><b><u>ECOTECH</u></b></p>	<p>APRU</p>

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<p><b>Cooperation in Higher Education</b> (APEC CCHE '17) (HRD 08 2017S)</p> <p>Russia</p> <p>To be completed on 31 December 2017</p>	<p>practices and successful experience of cooperation in the field of human recourse development in the Asia-Pacific region. The Conference 2017 “Diploma and Qualification Recognition for People to People Connectivity” will be held on 6-7 September 2017.</p>	<p>Cross-Border Education Cooperation)</p>	<p><b>Human Capital Development</b></p>	
<p><b>The Open Environment for Math Education in APEC Schools- Phase 2</b> (HRD 05 2017S)</p> <p>Russia</p>	<p>The proposal is a part of many-years global project that we carry on since 2014. Educational experts from 6 APEC economies (Russia; Japan; Chile; Indonesia; Chinese Taipei and Thailand) are involved.</p> <p>The proposal’s goal is to monitor math education levels and differences in math teaching approaches in school teaching in different APEC economies, to</p>	<p>The 5<sup>th</sup> and 6<sup>th</sup> AEMM Joint Ministerial Statements (2012, 2016)</p>	<p><b><u>ECOTECH</u></b> <b>Human Capital Development</b></p>	<p>To implement this, we plan to: develop by means of participating APEC experts a cross-test on math to be held in participating APEC schools in Sept-Dec 2017; to hold the test in at least 30 schools and about 2000 student participants in Russia; Japan; Chile; Indonesia; Chinese Taipei and</p>

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To be completed on 31 December 2018	<p>perform a comparative analysis of obtained information and elaborate recommendations based on this analysis. The recommendations will be aimed on smoothing differences of math teaching and will be open and available for any school educators and officials of participating APEC economies.</p> <p>The project implementation will help to raise the math education quality and to pull together school teaching in different APEC economies, helping to achieve three goals of HRDWG's mission: development of 21st Century knowledge and skills for all, integration into the global economy and addressing the social dimensions of globalization.</p>			Thailand in Jan-May 2018; to process the obtained data and develop recommendations by educational experts from Russia (Jun-Aug 2018); to publish the recommendations on the Internet platform, making them open for all users.
<b>Fostering Inclusive Growth in APEC Economies—Equal Employment</b>	As the world is profoundly changing, APEC, more than ever, needs to assume greater responsibility as an incubator and	The 2015 APEC Leaders' Declaration	<b><u>ECOTECH</u></b>  Human Capital Development	Multilateral organizations, private corporations and NGOs who are

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<p><b>Opportunity Policies and Practices</b></p> <p>(HRD 09 2017S)</p> <p>Chinese Taipei</p> <p>to be completed on 30 September 2017</p>	<p>driver for economic growth and integration. Chinese Taipei is willing to collaborate with all APEC economies to achieve transformative growth in today's digital age. Especially regarding human resource development, it is crucial to ensure social protection by developing a fairer and more equal workplace and enhancing the economic participation of the less advantaged (including women, those with disabilities and youth).</p> <p>Chinese Taipei proposes to hold the "Workshop on Fostering Inclusive Growth in APEC Economies-Equal Employment Opportunity Policies and Practices" in August, 2017.</p> <p>The Workshop will foster a discussion on equal employment opportunity policies and practices, and on approaches to build a fair,</p>		<p><u><b>APEC 2017 Priorities</b></u></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>interested in this project will be invited to participate in the workshop. The workshop will also include representatives from other organizations working to ensure equal employment opportunity.</p>

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	equal, and friendly workplace. By bringing all the public and private stakeholders together, the Workshop aims to develop a requirement list for governments to ensure equal employment opportunities, and also identify effective enforcement and development approaches. This project will help all APEC economies promote inclusive growth by coming up with proactive recommendations and measures.			
<b>APEC Knowledge Network on Best Practices for Employability Soft-Skills Development</b>  (HRD 01 2017S)  Peru	Having on account the demands and trends of the regional labour market, and given the need to identify and put in practice the best models and strategies to develop and strengthen soft skills of the workforce, the “APEC Knowledge Network on Best Practices for Employability Soft-Skills Development” (SOFT-SKILLS NET) is a space for sharing relevant information that contribute to boost the capacity of experts, researchers,	The 6 <sup>th</sup> HRDMM Joint Ministerial Statement	<b><u>ECOTECH</u></b>  Human Capital Development, Regional Economic Integration  <b><u>APEC 2017 Priorities</u></b>  Fostering Sustainable,	-

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to be completed on 30 June 2018	<p>practitioners, and policy makers to delineate and implement programmes aimed to enhance workforce employability.</p> <p>The SOFT-SKILL NET<sup>1</sup> will be primarily conceived as a digital platform that will be feed with data and information provided by specialist from APEC economies willing to share studies and researches on soft skills development with emphasis in enhancement of workforce employability. It will provide a digital mechanism to promote and facilitate the dissemination of studies on the subject, and to communicate and bring together experts on the field. Further on, through the experts' network, and in synergy with other APEC projects, it will foster jointly research initiatives on soft skills development.</p>		Innovative, and Inclusive Growth, Deepening Regional Economic Integration	

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	The project on SOFT-SKILL NET is proposed to initiate on April 2017, and to be implemented, in its first stage, by June 2018.			
<p><b>Studies for Enhancing Mutual Recognition and Regional Cooperation for Skills and Job Qualifications in the APEC Region</b> (HRD 03 2016T)</p> <p>Japan</p> <p>To be completed on 31 December 2017</p>	<p>To contribute to enhancing “people-to-people connectivity”, “fostering human capital development” and “promoting trade and investment liberalization and facilitation”, this project aims to conduct case studies on mutual recognition of skills and job qualifications in selected areas and will also cover other regional cooperation including capacity building in relevant fields.</p> <p>The project includes:</p> <p>1) Identifying cases that satisfy the project objectives,</p>	<p>The 2015 APEC Economic Leaders’ Declaration (Annex B. APEC Services Cooperation Framework)</p> <p>The 6<sup>th</sup> HRDMM Joint Ministerial Statement (2014)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development; People-to-People Connectivity; Services Trade</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth; Deepening Regional Economic Integration</p>	<p>The project will have close communication with the related agencies or organizations including Trades Recognition Australia (TRA), Workforce Development Agency of Chinese Taipei and other recognized institutions which administer the qualification systems in the process of field studies.</p> <p>The project will also seek possible linkages</p>

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	<p>2) Interviewing agencies and parties related to each of the cases,</p> <p>3) Compiling the case studies to share good practices and industrial needs, and</p> <p>4) Having a workshop/session in the margins of 2017 HRDWG and discussing implications/recommendations to provide greater insights into further activities in HRDWG and related fora.</p> <p>The final report will be published by December 2017.</p>			<p>and build on with the other related HRDWG projects which were implemented in the relevant area, such as “Strengthening Mobility and Promoting Regional Integration of Professional Engineers in APEC Economies (HRD 03 2014T)” or “Integrated Referencing Framework for Skills Recognition and Mobility (HRD 05 2015S)” to make full use of the series of effort of the working group.</p>



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<p><b>Development of APEC Occupational Standards Framework and APEC Occupational Standards Framework: Test in the Travel, Tourism and Hospitality Industry</b></p> <p>(HRD 12 2016S)</p> <p>Australia; Peru</p> <p>To be completed on 30 June 2017</p>	<p>This project supports the broad APEC agendas of technical cooperation and skilled labour mobility. The project builds on a recommendation from the establishment phase of the Integrated Referencing Framework for Skills Recognition and Mobility (IRF) project to test the draft APEC Occupational Standards Framework (OSF) concept in an additional industry sector. This project is bringing together six economies to test this framework and develop regional occupational standards for six occupations in the travel, tourism and hospitality (tourism) industry. Australia (representing the Human Resource Development Working Group) and Peru (representing the Tourism Working Group) are jointly co-leading this project.</p>	<p>The 2016 APEC Economic Leaders' Declaration</p> <p>The 6<sup>th</sup> HRDMM Joint Ministerial Statement (2014)</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development, Regional Economic Integration</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth, Deepening Regional Economic Integration</p>	<p>-</p>

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<p><b>Skills Training in Industry-Academia Collaboration in CTE: Best Practices and Implementation in the Engineering, Hospitality and Innovative Entrepreneurship Fields</b> (HRD 17 2016S)</p> <p>Chinese Taipei</p> <p>To be completed on 30 November 2017</p>	<p>This project will showcase a series of strategically designed industry-driven CTE programs to invited delegates from APEC economies. Through the collaboration and networking between academic institutions and private sector, students receive education and training that cultivates them as a skilled workforce that satisfies industry needs, thereby alleviating economic downturn and effectively meeting difficult challenges being faced in the APEC region due to education gap and skills gap. While some economies may have also acted on this issue, certain venues will be arranged to allow delegates to share and discuss policies and practices enacted by their respective authorities. Other planned activities include setting up a bilingual website where relevant information will be regularly uploaded (commenced in November 2016) and organizing a workshop, as well</p>	<p>EDNET Objective</p> <p>The 4<sup>th</sup> AEMM Joint Ministerial Statement (2008), in which Career and Technical Education (CTE), for the achievement of 21st century competencies and skills.</p> <p>Specifically, this proposed project aims to establish a network for the exchange and sharing of information and best practices regarding the design of industry-driven vocational and technological programs, which will cultivate manpower resources with skills that match the needs of the industry, thereby narrowing the skills gap for the enhancement of APEC prosperity and sustainability.</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p>	<p>-</p>

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	as a three-day CTE tour in Chinese Taipei in April 2017			
<p><b>Project DARE (Data Analytics Raising Employment) – An Employer Driven Approach to Prepare the Workforce for a Data Driven Future</b> (HRD 04 2016A)</p> <p>the United States</p> <p>To be completed on 31 December 2017</p>	<p>Project DARE is a public-private partnership of the Asia-Pacific Economic Cooperation (APEC) led by the United States (U.S. Department of Labour) and cochaired by the global skills and knowledge company Wiley and Business Higher Education Forum (BHEF) with co-sponsorship from the governments of Australia, Japan, Malaysia, Peru, Chinese Taipei, and Viet Nam.</p> <p>Project DARE seeks to enable APEC workforce with the data analytics competencies demanded by employers today and to secure the jobs of tomorrow</p> <p>In 2017, Project DARE:</p>	<p>The 2015 and 2016 APEC Economic Leaders' Declarations</p> <p>The Framework on Human Resources Development in the Digital Age which was welcomed by the 23<sup>rd</sup> meeting of APEC Ministers Responsible for Trade</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development, Regional Economic Integration</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth, Deepening Regional Economic Integration</p>	<p>The project is led by the U.S. Department of Labour and co-chaired by Wiley and BHEF. It convened approximately 50 distinguished business and higher education leaders representing APEC economies, inviting nominees from APRU and the APEC Study Centres.</p>

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	<ul style="list-style-type: none"> <li>• Raised awareness of the jobs and economic impact at stake in APEC economies by commissioning a research report that will seek to quantify the economic impact of the shortage of data analytics enabled workforce in the APEC region.</li> <li>• Created a set of Recommended “APEC Data Analytics Competencies” as a resource to academic institutions and governments to help update curricula, so APEC economies train its workforce with the data analytics skills needed by employers in a data-driven future. The “Recommended Competencies” was finalized by the Project DARE Advisory Group at its Advisory Group meeting on May 4-5, 2017, and was presented to APEC’s Human Resources and Development Working Group (HRDWG) for endorsement.</li> </ul>			

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	In 2018, Project DARE plans to share the “Recommended APEC Data Analytics Competencies” further with academic institutions, vocational training programs, and other stakeholders, as well as provide tools and best practices on how to implement the competencies through workshops or other platforms.			
<b>Development of an integrated referencing framework for skills recognition and mobility in TVET</b>  (HRD 05 2015S)  Australia  On-going	HRDWG will explore and further refine the concept of an integrated referencing framework, building on an establishment project in 2015-16. The project seeks to address improved skills recognition arrangements to support labour mobility, a priority identified in multiple key APEC guiding documents. Further consultation will be undertaken in 2017/18 with member economies that have been involved in the occupational standards development work in	The 2016 APEC Leaders’ Declaration  The 6 <sup>th</sup> HRDMM Joint Ministerial Statement (2014)	<u><b>ECOTECH</b></u>  Human Capital Development, Regional Economic Integration  <u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and	Tourism Working Group (involved in HRD 12 2016S), and would seek to involve members of the Transport Working Group in consultation

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	transport and logistics and tourism, with a view to presenting a Position Paper and recommendations for pilots in these industry sectors to HRD ministers in 2018 for consideration.		Inclusive Growth, Deepening Regional Economic Integration	
<b>Global Competencies and Economic Integration</b>  (HRD 02 2015)  the United States  To be completed in March 2017	The Global Competencies and Economic Integration project will finalize its activities by summer of 2017, including the launch of a project website that will include information about global competencies and the project, survey results, and resources. Project staff will also convene a workshop of experts and issue a final report of results and recommendations to promote global competencies and other soft skills, such as language proficiency and international experience that will boost employment.	EDNET and AEMM Joint Statement priorities to enhance capabilities and increase employment (The 6 <sup>th</sup> AEMM Joint Ministerial Statement in 2016)	<b><u>ECOTECH</u></b>  Human Capital Development	The project study team coordinates with agencies, business groups, experts, and other organizations in the USA and partnering economies to promote implementation of the survey within the participating economies.
<b>APEC Guiding Principles for</b>	Australia is progressing the second phase of the APEC Guiding Principles for Research Integrity	The project supports the APEC Education Strategy objective of promotion of government-industry-	<b><u>ECOTECH</u></b>	This project will be undertaken in

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<p><b>Research Integrity – Phase Two</b> (HRD 04 2017S)</p> <p>Australia</p> <p>To be completed on 30 June 2017</p>	<p>project. A discussion paper will be developed that will examine the current research integrity management approaches and definitions in the region, to enhance mutual understanding of good practices and challenges for quality research.</p> <p>This research paper will also stimulate discussions at a workshop to be delivered in late 2017 which will bring together government officials, university representatives and research stakeholders from across the region. The workshop will be an important preliminary step in beginning to collaboratively draft voluntary, high-level principles that can inform quality research in APEC.</p> <p>The project contributes to increased research collaboration, supports</p>	<p>academia collaboration for research and development and innovation as well as cross-border education cooperation and academic mobility.</p> <p>It also contributes to the whole-of-APEC objective of supporting collaborative policy studies and information sharing as part of the APEC Services Competitiveness Roadmap.</p>	<p>Human Capital Development</p>	<p>cooperation with PPSTI.</p>

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	research quality and encourages research innovation among APEC economies by reducing barriers to research cooperation.			
<b>Seminars for Basic Education Reform and Development in APEC: Experiences from PISA and TALIS</b>  (HRD 19 2016S)  People's Republic of China  To be completed on 31 December 2017	In 2017, two workshops will be organized in Shanghai. Each workshop will provide training and hands-on experienced for 20 participants, including educational administrators, head teachers and university faculties to develop their capacity in designing and implementing educational reforms. Activities will be organized in forms of workshops, group discussions and school visits.	The workshops will provide a platform for educational policymakers and practitioners in the Asia Pacific Region to exchange their experiences and perspectives concerning reforms and quality of basic education.	<u><b>ECOTECH</b></u>  Human Capital Development	Shanghai Normal University which chaired the PISA 2009, PIAS 2012 and TALIS+2015 programs in Shanghai will host the seminars.
<b>Textbook Development for Energy Efficiency, Energy Security and Energy Resiliency</b>	This project aims to develop innovative textbooks on energy efficiency, energy security, and energy resiliency. The project's activity will be finalized by the end	This project supports the APEC Education Strategy which aims at the promotion of STI in education and pedagogical practices and improvement of the use of	<u><b>ECOTECH</b></u>  Human Capital Development	In 2016, this project used the Energy Working Group's APEC Energy



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<p>(HRD 03 2015A)</p> <p>Japan; Thailand</p> <p>To be completed on 31 December 2017</p>	<p>of 2017 by developing textbooks and sharing the best practices for lesson study</p> <p>Under this project, specialists from mathematics, science and environmental education will share the latest knowledge of energy efficiency including the perspectives of economic growth and sustainable development and a model approach for cross-border education through lesson study. This project will also contribute to the enlargement of the APEC Lesson Study Network to include high school cross-border lesson study.</p>	<p>educational and technological capabilities in teaching and learning processes. It also supports the promotion of cross-border education.</p>	<p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable, Innovative, and Inclusive Growth</p>	<p>Database in high schools.</p> <p>In 2017, UNESCO will use the findings to create an APEC model for textbooks that could then be introduced to the world.</p>
<p><b>APEC Women in Research Fellowships</b></p> <p>(Contributes to the APEC Scholarship and Internship Initiative)</p>	<p>In 2017 the APEC Women in Research Fellowships will support 10 high-achieving female researchers from developing APEC economies to undertake a short-term research opportunity in an Australian education or research institution. The Fellowship</p>	<p>The Fellowship contributes to the objective of the APEC Education Strategy to promote cross-border education, academic mobility and individual pathways within and across education levels.</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p>	<p>-</p>

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Australia  On-going	addresses potential barriers to mobility faced by female researchers and includes provision for a family allowance. The Fellowship also supports early-career researcher mobility, with two of the 10 positions identified for researchers with less than three years' experience. This program contributes to the APEC Scholarship and Internship initiative (2014).	The program also supports the strategic actions set out in the APEC Services Competitiveness Roadmap, including the movement of people across borders to facilitate the exchange of innovative ideas and cooperation in the education sector.		
<b>APEC Future Education Consortium: Focusing on APEC Network of ICT Model Schools for Future Education (AFEC)</b>  (HRD 01 2005)  Republic of Korea	The APEC Future Education Consortium aims to sharing a vision of the future education amongst schools, ALCoB and researchers within APEC region, theoretically and in practice implementing this vision in the field of education. This objective is implemented by the APEC Future Education Forum (AFEF) and ALCoB School Network (ASNet) based on autonomous and positive support	The 2005 APEC Ministerial Meeting Joint Statement	<b><u>ECOTECH</u></b>  Human Capital Development  <b><u>APEC 2017 Priorities</u></b>  Fostering Sustainable, Innovative, and Inclusive Growth	APEC Future Education Forum (AFEF) is held annually and collaborations with diverse organizations have been made.

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On-going project since 2005	from participating member economies.			
<b>APEC Learning Community for Shared Prosperity (ALCom)</b>  (HRD 05 2004)  Republic of Korea  On-going project since 2004	Since its official approval in 2004, consistently, ALCom has been implementing international cooperative activities originating from the APEC Learning Community Builders (ALCoB). ALCoB consists of APEC member economies' teachers, learners, university students, supporters, education administrators. With its member economies' ALCoB members are involved in various voluntary activities namely, ALCoB Internet Volunteers (AIV), ALCoB Cooperative Project (ACP), International ALCoB Conference and Asia-Pacific Collaborative Education Journal (APCJ)	The 3 <sup>rd</sup> AEMM Joint Ministerial Statement	<u><b>ECOTECH</b></u>  Human Capital Development  <u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth	ALCoB members are composed of various occupations and seeks for cross-fora collaboration opportunities with stakeholders in education.
<b>APEC Cross-Border Higher Education Data Collection</b>	In 2017 the project will finalize the results of the Cross-border Higher Education Survey to gain a 'snapshot' of the extent of higher	The project aligns with the APEC Education Strategy's aim of promoting cross-border education cooperation and the modernization	<u><b>ECOTECH</b></u>  Human Capital Development	The project builds on the <i>Enhancing cross-border higher education institution mobility in the APEC</i>

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<p>(HRD 03 2015S)</p> <p>Australia</p> <p>On-going since 2015</p>	<p>education cross-border activity in the APEC region, including branch campuses, dual degrees and online programs.</p> <p>A series of in-region consultations will occur to build on the findings of the survey and discuss how economies can collect higher education data more effectively to build a robust evidence base for their own domestic use and to contribute to data collection in the region.</p> <p>A final report will gather together the findings from the survey, the consultations and desk research to give economies an outline of cross-border linkages as well as the opportunities and gaps in information on higher education provider mobility in the region.</p>	<p>of education systems through sharing good practice.</p> <p>It also supports APEC-wide actions in the APEC Services Competitiveness Roadmap, such as information sharing and collaborative policy studies to contribute to education cooperation in the region.</p>		<p><i>region</i> project undertaken in the Group on Services forum.</p>

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	The project will support data gathering and knowledge sharing among APEC economies and will assist with the development of evidence based education policy.			
<b>APEC Quality Assurance in Online Education</b> (HRD 14 2016S)  Australia  to be completed on 30 June 2017	Building on activities undertaken in 2016, the Quality Assurance in Online Education project will finalise and distribute the workshop report to APEC economies along with the updated APEC Quality Assurance in Online Education Toolkit document. The toolkit is intended to provide economies with a practical reference document to use when considering quality assuring online higher education courses.  Australia will also lead a series of in-region consultations to further refine the toolkit. Following input from participating economies, the	The project contributes to the APEC Education Strategy Goals of modernizing education systems, improving the use of educational and technological capabilities in teaching and learning, and promoting student mobility and cross-border education cooperation.  It also supports the APEC Services Competitiveness Roadmap's APEC-wide objective of cooperation in the education sector and responding to the rapid developments taking place in internet-based technology.	<u><b>ECOTECH</b></u>  Human Capital Development	-

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	<p>toolkit will be finalized in consultation with EDNET.</p> <p>The project will help governments and quality assurance agencies develop a clear understanding of best practice in online learning and supports APEC economies to respond and adapt to the impacts of technological change. It also contributes to increased cross-border education cooperation, student mobility and higher education quality in the APEC region.</p>			
<b>Research on Mutual Recognition of Credits among Universities in the APEC Region</b> (HRD 02 2016A)	<p>Based on the successful outcome of the project workshop in December, 2016 in Beijing, the <i>Research on Mutual Recognition of Credits among Universities in the APEC Region</i> project will implement the field research and conduct survey to identify technical and institutional barriers of the existing credit transfer system and to develop</p>	<p>This project positively responds the instruction of APEC leaders, which emphasizes to improve people-to-people connectivity and to continue promotion of cross-border cooperation in education. It also aligns with the APEC Connectivity Blueprint for 2015-2025, it is clearly declared that “We undertake to improve cross-border education</p>	<u><b>ECOTECH</b></u>  Human Capital Development	<p>China, Japan, and Korea have tri-laterally conducted Campus Asia Program (Collective Action for Mobility Program of University Students in Asia; non-APEC project) in 2011 to 2015, which is a pilot</p>

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<p>People's Republic of China</p> <p>to be completed on 31 December 2017</p>	<p>recommendations in breaking the predicaments of mutual recognition of credits in universities among APEC economies. The guideline for mutual recognition of university credits will be created.</p>	<p>(CBE) cooperation, in recognition that student, academic and provider mobility helps to strengthen regional ties, facilitate people-to-people exchanges and promote economic development through knowledge and skills transfer. We resolve to achieve one million intra-APEC student exchanges per year by 2020, and to increase the number of student exchanges to developing economies.”</p>		<p>program that encourages undergraduates and graduates' exchange program through a mutual recognition of dual degree among the three economies. From 2016, the program is officially implemented in the three economies. Reference and results produced by it will be utilized to this project.</p>
<p><b>APEC Higher Education Research Centre (AHERC)</b> (HRD 05 2014S)</p> <p>People's Republic of China</p>	<p>The institution is established in the People's Republic of China to enhance joint study, information sharing, student and researcher mobility among APEC universities and institutions.</p>	<p>The 2014 APEC Economic Leaders' Declaration</p>	<p><b><u>ECOTECH</u></b></p> <p>Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b></p> <p>Fostering Sustainable,</p>	<p>-</p>

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On-going since 2014			Innovative, and Inclusive Growth	
<p><b>APEC Education Research Network (AERN)</b>  (HRD 07 2015S)</p> <p>People's Republic of China</p> <p>On-going since 2015</p>	<p>The APEC Education Research Network aims at a platform where all the domestic education research institutions or counterpart organizations of APEC economies to share knowledge and information towards better-informed policymaking for all the APEC economies and better social and economic wellbeing in the whole region.</p> <p>Its key activities include a) Editing an APEC Annual Report on Education Policy and Development; b) Annual APEC Annual Conference on Education Policy and Research and C) Organizing thematic collaborative study on commonly-concerned topics.</p>	The 5 <sup>th</sup> and 6 <sup>th</sup> AEMM Joint Ministerial Statement (2012, 2016)	<p><b><u>ECOTECH</u></b>  Human Capital Development</p> <p><b><u>APEC 2017 Priorities</u></b>  Fostering Sustainable, Innovative, and Inclusive Growth</p>	-



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<b>APEC e-Learning Training Program (AeLT)</b>  (HRD 01 2006S)  Republic of Korea  on-going since 2006	APEC e-Learning Training Program (AeLT) is a specialized training course for government officials, scholars, and experts to enhance the quality of education by the advanced technologies and cultivate next generation leaders in HRD. The program consists of a blended online and offline e-Learning training curriculum customized for the needs of the trainees and the participating member economies;	The 2005 APEC Ministerial Meeting Joint Statement	<u><b>ECOTECH</b></u>  Human Capital Development  <u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth	AeLT annually receives trainee recommendations from member economies' Ministries of Education.
<b>Promoting the Employment of Persons with Disabilities in APEC</b>  (Phase I: HRD 03 2016S)  (Phase II: HRD 06 2017S)  the United States	This self-funded project aims to support APEC goals of inclusive economic growth by identifying barriers to and good practices in expanding job opportunities for persons with disabilities. Specifically, this project will produce a research report about efforts in both the public and private sectors within APEC economies to increase the employment of persons with disabilities. Member economy representatives and disability	2015 APEC Economic Leader's Meeting Declaration  The 6 <sup>th</sup> HRDMM Joint Ministerial Statement (2014)  APEC HRD Action Plan 2015-2018	<u><b>ECOTECH</b></u>  Human Capital Development  <u><b>APEC 2017 Priorities</b></u>  Fostering Sustainable, Innovative, and Inclusive Growth	GOFD

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Phase II to be completed on 31 December 2017	experts will be engaged to help understand current legal frameworks, policies, and programs, as well as to identify economies' innovative strategies. The report will also present recommendations to economies to increase the employment of persons with disabilities. The United States will seek separate funding for a subsequent symposium that will discuss the report's recommendations and technical assistance to support economies' implementation. This project supports efforts of the APEC Group of Friends on Disability, which seeks to integrate disability across APEC.			