

SUMMARY REPORT

OECD-LEED Collaborative International Symposium Skills and Training Ecosystems for Local Revitalisation: International Innovations in Vocational Education and Training (VET) and the Post High School Education for Employability in an Ageing Society

12 December 2013

Kyoto Sangyo University Musubiwaza-kan, Kyoto City, Japan

Background

Currently in Japan, the society is facing socio-economic difficulties never experienced before, due to the rapid decline of birth rate and longevity. Particularly in local areas, the declines both in depopulation and economic growth are remarkable. As a result, a new approach toward economic revitalisation is required. On 12th of December, 2013 (Thursday), in Kyoto City, Japan, the workshop was convened for the purpose of discussing, with reference to international experiences, the question of “how will it be possible to refine the skills and training ecosystems and to adapt them to the reality in order to realize local revitalisation. Particular attention was given to ‘Kyoto Alliance for Human Resource Development’ as a way to bring about the university reforms so that it can be the driver of future local reforms in Kyoto Prefecture. This symposium was convened as a part of the project of “Local economic strategies for shrinking and ageing labour markets” by OECD-LEED programme.

Opening Remarks

Mr. Keiji Yamada, Kyoto Prefectural Governor, introduced Kyoto Prefecture as “Town of Human Development” with traditions, cultures, academism and scholarly activities, a capitol of 1,000 years of Japanese history. He also noted that Kyoto Prefecture needs to tackle issues of the mismatches and efficient utilization of human resources including increasing aged workers, and the gaps in vocational consciousness between universities and industries amongst others issues. Following Mr. Yamada’s remarks, President Ichiro Fujioka, Kyoto Sangyo University, emphasized today’s deepening local alliance among universities in Kyoto as well as the importance of developing human resources that could contribute to local revitalizations. Lastly, Dr. Cristina Martinez-Fernandez, a senior policy analyst of OECD-LEED Programme, explained the concept of “Skills and Training Ecosystems,” and remarked on the importance of developing a supply of skills that can contribute to forging a sustainable and resilient community through improving the educational environment that covers the entire society.

Session 1 “CHALLENGES OF KYOTO ALLIANCE AND INNOVATIONS IN POST HIGH SCHOOL EDUCATION FOR LOCAL REVITALISATION”

Presentations

The followings are the main points of the presentations made at Session 1.

- There are socio-economic gaps between the northern and southern areas of Kyoto Prefecture. Given the goal of local socio-economic revitalization, it is best to solve the problems by developing human resources that advance knowledge and public minds for local communities as well as in local affairs. It is necessary to re-examine ways universities realize higher vocational education and training (VET) as well as enhance employability.
- Kyoto Prefecture aims to realize the new education through the collaborations between universities and economic groups.
- In Miyazu City in the Northern Area of Kyoto Prefecture, the severe situation is seen because of shrinking regional capacity due to its lowering tax income, its outflow of young population, as well as ageing society amongst others. As a part of its policies and measures, its shift toward self-reliant recycling-based economic and social structure, its strategies for settlement promotion, as well as its plan to establish a learning centre within the city, where the eminent persons amongst others are to be invited, are being carried out.
- Kyoto City is promoting university students' settlements in Kyoto as well as conducting carrier assistances and employment supports as part of its university policy.
- As an example of best-practice, Parramatta, an area in the City of Sydney, Australia, was discussed as a case where urban regeneration is being addressed through establishment of a large-scale complex centred on a university.

Panel Discussion

- As the issues that Japan faces, ambiguous skill needs, a lack of systematic system for vocational education and trainings, and the necessity of educational reforms respecting skills, knowledge, and competences in a regional qualification framework, were pointed out.
- It was also pointed out that there were increasing expectations for university education, rather than the trainings in private companies, as well as for the high usability of Project Based Learning (PBL) in university education.
- It was pointed out the significances on fostering the entrepreneurship in university students, as well as consistent university supports for the university students and graduates who became the entrepreneurs.
- With regard to Miyazu City, it was pointed out the potentiality of development in the farming and mountain villages as well as the necessity of educational programmes including on how to work, targeting the university students.
- Kyoto City Government expressed its intention to examine the significance of building the seamless relationships between education and society as well as the ways of its administrative supports.

Session 2 “POLICY, EDUCATION AND RESEARCH APPROACHES FOR NEW SKILLS AND TRAINING ECOSYSTEM”

After discussing on each topic in each special interest group of Group A and Group B, the discussions were comprehensively summarized based on the summary reports from them. The main points were as follows.

Group A: “International Innovation of VET and Revitalisation of Local Economy, Labour Market, and Employability”

Group A discussed the ways of collaboration between educational institutions including universities, businesses and industries. The differences and commonalities between Japanese labour market (in a broader sense, the Asian labour market including the Republic of Korea) and European labour market were mainly discussed.

- In Germany, based on the dual system, the programmes have been renovated to satisfy the needs in labour market. The system has been built with the cooperation and supports from private businesses & industries, governmental organizations as well as social partners.
- In the Netherlands, as one example of vocational trainings at public university level, Hague University of Applied Sciences is functioning. For the role of “social linking pin” that builds the universities and businesses & industries, the social collaborative organisation of “Regio Regisseur Centre” was established.
- In Japan, for the educations that take into consideration of professions, occupations and job contents, there is no foundation that universities step on. It is suggested to develop the hybrid type system, taking into account of both good points on the European model as well as on Japanese conventional model.
- In the Republic of Korea, the expanding income gap between educational statuses, and university education and students’ employments are fundamental problems. The efforts of public-private partnership of Leaders in Industry-university Cooperation (LINC) currently face with the issue on how to incorporate National Competence Standards (NCS) into a national qualification system like National Qualification Framework (NQF).
- One private company in Kyoto reported the current situation that it faces. It is essential to ensure the core human resources that respond to the social changes brought about by globalisation and the emergence of information society.

Group B: “Partnerships between University and Community to Foster Skills and Training Ecosystems for Local Revitalisation”

Group B discussed on the implications of university-community partnerships and the ways they function. The main points were as follows.

- It is imperative to learn through practices, and for this, the new, education, skills trainings, and research activities are required. Also, the process to review the conventional ones such as clarification of educational objectives, educational methods, as well as retraining of university teaching staffs amongst others.
- As for “skills,” there are highly specialized skill needs, and for this, social skills and soft skills are included. In project works, obtaining such skills per se has become its objective.

- Universities should be more sensitive to private companies and local communities.
- Universities should listen to the voices of people in local communities and private companies through project works practically. Such efforts are significant for each university and local community. How to build the mutually beneficial relationship is the key to success.
- The efforts of “Community-Based Agriculture” cast the useful perspective for the efforts in the Northern Area of Kyoto Prefecture.
- The case of Dalarna in Sweden shows the gap between skill needs of private companies and students’ demands in short term.
- The case of Lodz in Poland shows that students’ starting their new businesses and the active social supports lead to bringing new leaders to deal with emerging local issues.
- The case of Kortrijk in Belgium shows that through developing the concrete project works, it became clear how flexibly and satisfactorily universities responded to the real needs was a key to success.
- The case of U.S. shows how participatory action research can build the relationship between local issues and the local educational system. It is the same skills, the same human resources, that have been highlighted as a solution to increasing business innovation and increasing community resilience. The case in education was chosen to highlight the usefulness of working with local community initiatives, to encourage local efforts, to re-design the education system.

Concluding Panel

Presentation: “Why does Kyoto prefectural government pursue the university policy and which direction is it heading for?”

Ms. Sanae Fukuhara (Kyoto Prefectural Government) reported as follows. In underpinning Kyoto’s growth strategy, universities are playing extremely significant roles. The measures responding to the social changes are required, and it is examined to take measures with the key word of “exchange”. For this realisation, it is attempted that the attractive human resources as its main pillar will exchange, so that it can contribute to building the university town of Kyoto. By establishing the world’s exchange capitol of Kyoto, it is aimed to recreate Kyoto that produces human resources. Its current and concrete efforts by Kyoto Prefecture are as follows.

1. Establish the mechanism that enables universities to contribute to local communities and businesses & industries. (Ex. CUANKA);
2. Glocal Human Resources Development Center;
3. Kyoto’s Gap Year System (Fostering communication ability amongst others from high school level.);
4. Ministry of Education, Culture, Sports, Science and Technology (MEXT)’s COC (Centre of Communities) project (By making most of advantages of individual educational institutions, as well as specializing study fields, the problems will be solved.).

Panel Discussion

Question 1: Is it possible for university-stakeholder partnership to enhance the efficiency?

- Enhance the entrepreneurship of university students and necessary to build the environment in which students can start their businesses in their universities.

Question 2: How is it possible for universities to foster entrepreneurship?

- The barriers between professors and students need to be eliminated, and they need to study and make efforts together in practical environments.

Question 3: In order to redesign the university education, what policy and initiative can local institutions and Kyoto prefectural government take?

- It is difficult to bring about the changes in academic foundations of universities simply because of the job scarcity.
- Japan is still based on the general education, which is also highly evaluated socially.

University alliance's responds based on the regional needs are necessary.

Question 4: What inter-generational knowledge transfer (including vocational education and trainings) and innovative higher vocational education and trainings can we link to the renovations of university education reforms and education systems for human resource development?

- The knowledge transfer and local resources among sectors are the keys.
- Transmission from young generation is required.
- It is necessary to promote young participation into local policies and activities utilizing the gap year system.
- In U.S. and Australia, there are numerous cases that the skills of the elderly are utilized.

Closing Remarks

Dr. Cristina Martinez-Fernandez (OECD) concluded that, through this international workshop, we could learn the various implications by comparing the practical cases. As for the points that brought about further understandings and recognitions on various issues, Kyoto Alliance for Human Resources Development will incorporate them into its study report, at the same time, analyse them for policy recommendations. Followed by this, Prof. Katsutaka Shiraishi (Ryukoku University) concluded that, taking into account "Pra-Academic" university education, the approach of 'university as incubator for social change' were to be explored and pursued in the future. Dr. Cristina Martinez-Fernandez expressed her appreciation for all the panellists and participants and thank Kyoto institutions for hosting the event.



INTERNATIONAL SYMPOSIUM - SKILLS AND TRAINING ECOSYSTEMS FOR LOCAL REVITALISATION:

INTERNATIONAL INNOVATIONS IN VOCATIONAL EDUCATION AND TRAINING (VET) AND THE POST HIGH SCHOOL EDUCATION FOR EMPLOYABILITY IN AN AGEING SOCIETY

12 December 2013

Kyoto Sangyo University Musubiwaza-kan, Kyoto City, Japan

AGENDA

This symposium is hosted by Kyoto Prefectural Government, Ryukoku University, Kyoto Sangyo University and Research Centre for the Local Public Human Resources and Policy Development (LORC) within the framework of the OECD LEED project on 'Ageing Labour Markets and Local Economic Strategies' with sponsorship of the Suntory Foundation. The symposium is supported by Kyoto Alliance for Human Resource Development, NPO Glocal Human Resources Development Center, CUANKA, and COLPU.¹

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The workshop is supported by 9 universities (Ryukoku University, Kyoto Sangyo University, Kyoto University, Kyoto Prefectural University, Doshisha University, Kyoto Tachibana University, Bukkyo University, Kyoto Bunkyo University, Seibi University), Kyoto Prefectural Government, Kyoto City Government, Kyoto Cities Towns and Villages Promotion Association, Kyoto Chamber of Commerce and Industry, Kyoto Association of Corporate Executives, Kyoto Employers' Association, Kyoto Industrial Association, Kyoto NPO Centre, Consortium of Universities in Kyoto, NPO Glocal Human Resources Development Center, Community and University Alliance for Regeneration of Northern Kyoto (CUANKA), as well as Consortium for Local Public Human Resources Development (COLPU).

Background

The symposium is part of the activities of the project on 'Local Economic Strategies for Shrinking and Ageing Labour Markets' conducted by the Local Economic and Employment Development (LEED) Programme.

Japan currently faces far reaching social and economic challenges resulting from an unprecedented triad of depopulation, aging population and economic stagnation. This national challenge is particularly marked in local areas where demographic and economic decline have been sharp and new approaches to economic revitalisation are needed. The challenge to maintain the vitality of specific local areas in the face of economic globalization is amplified by underlying demographic changes that concentrate place-based resources in specific areas. For example, both skill development and skill demand in Kyoto Prefecture is highly concentrated in one urban area, Kyoto City. While thirty-three universities are located within Kyoto Prefecture, 26 of them are in Kyoto City. Likewise, while the Prefecture hosts a large number of globally-competitive small and medium sized enterprises (SMEs), most are located within Kyoto City. At the same time, areas outside the City, particularly the Northern Area of Kyoto Prefecture, have limited educational resources and scarce job opportunities. These under-served areas experience a vicious cycle where lack of economic opportunity decreases quality of life, which in turn feeds back to further decrease local economic prospects.

A broad array of significant policy changes is being discussed as potential components of an overall strategy to adjust institutional structures to this changing environment. The case study of Kyoto addresses one such policy area, namely, how training ecosystems can be strengthened and adapted so as to become an important driver of local revitalisation.

For more information on the project visit <http://www.oecd.org/cfe/leed/ageinglabourmarkets.htm>

Project WEB 2.0 platform <https://community.oecd.org/community/demographicchange>

Agenda

12 December (Thu.) 2013 – DAY 1

09:30 **REGISTRATION OF PARTICIPANTS AND WELCOME COFFEE**

10.00-10:30 **1. OPENING REMARKS**

Governor Keiji Yamada, Kyoto Prefectural Government, Japan

President Ichiro Fujioka, Kyoto Sangyo University, Japan

Dr. Cristina Martinez-Fernandez, Senior Policy Analyst, OECD LEED Programme

10.30-12.30 **2. CHALLENGES OF KYOTO ALLIANCE AND INNOVATIONS IN POST HIGH SCHOOL EDUCATION FOR LOCAL REVITALISATION**

Kyoto Alliance is launching a project to encourage revitalization through better resource dispersion by developing education curriculums designed to foster abilities and interests in students aimed at solving socio-economic problems in local communities. The project also aims to establish a mechanism (a local qualification/skill system) to certify these relevant capacities. Specifically, the Kyoto Alliance project incorporates local problem solving through university and local community collaborations into education programs.

In this session, the new roles of universities will be discussed among universities, local municipalities, and communities, in light of the case of Kyoto Alliance and world trends.

The following questions will guide the discussion:

1. *What and how should university education be reformed to meet the skill demand in shrinking areas?*
2. *What programs are required to foster the specific human resources crucial to revitalizing shrinking area?*
3. *What are the roles of stakeholders for developing post high school education programs that contribute to the revitalization of shrinking areas?*
4. *What role should stakeholders play in quality assurance of the programs?*

Chair: *Prof. Toru Ishida*, Director of LORC, Ryukoku University

Keynote: *Prof. Katsutaka Shiraishi* & *Prof. Masanori Nakatani*, Kyoto Alliance for Human Resource Development

“Local Revitalization and the Role of Universities: The Challenges of Kyoto Alliance for Developing the Local Public Human Resources”

Panellists:

Mr. Shoji Inoue, Mayor of Miyazu City, Kyoto, Japan

Prof. Katsutaka Shiraishi, Ryukoku University, Kyoto Alliance for Human Resource Development, Japan

Prof. Masanori Nakatani, Kyoto Sangyo University, Kyoto Alliance for Human Resource Development, Japan

Prof. Edward Blakely, United States Studies Centre, Sydney University, Australia

Ms. Yukari Kose, Supervising Director of University Policy General Planning Bureau, Kyoto City, Japan

12.30-13.30

Lunch

13.30-15.00

3. TRACK A: INTERNATIONAL INNOVATION OF VET AND REVITALISATION OF LOCAL ECONOMY, LABOUR MARKET AND EMPLOYABILITY

Despite numerous innovations in vocational education and training, youth unemployment remains a serious challenge throughout OECD countries. In Japan, a mismatch between skills production and labour demand is starkly evident. Job scarcity for higher education graduates is a visible social problem, yet, at the same time, SMEs are unable to find workers who qualify with the necessary skills. A better understanding of the evolution of employers' skill needs and how skill supply can better match demand is needed.

In this session, taking into consideration the global practices and drawing on cases of higher VET reforms already contributing to employment promotion, experts will discuss future directions for fostering global-local talent. The following questions will guide the discussion:

1. *What skills and training are needed by SMEs?*
2. *What skills relevant to employability are youth lacking, and how can intergenerational knowledge transfer help?*
3. *What role can universities and stakeholders play for inter-generational skills and knowledge transfer?*
4. *What inter-generational knowledge transfer (including VET) and innovative Higher VET can lead to reforming university education and innovating educational systems for human resource development?*

Chair: *Prof. Yasushi Tanaka*, Kyoto Sangyo University, Japan

Panellists:

Ms. Isabelle Le Mouillour, BIBB, Germany. "Apprentice Training System and Qualification Framework"

Ms. Kitty Triest, Senior Advisor (Education and Vocational Field), RegioRegisseur Haaglanden, The Netherlands. "RegioRegisseur a Linking Pin between Educational Institutes, SME's, Profit and Nonprofit Organizations"

Prof. Junko Takahata, Kyoto Sangyo University, Japan. "The Situation on Employability of the Youth in Japan"

Dr. Lee Euikyoo, Korea Research Institute for Vocational Education & Training, The Republic of Korea. "The Employability of the Youth in Korea and Korean Qualification Framework"

Mr. Masayuki Tsuchiyama, CEO & President, Tsuchiyama Printing CO., LTD.

Session coordinator/rapporteur: *Prof. Masanori Nakatani*, Kyoto Alliance for Human Resource Development and Kyoto Sangyo University, Japan

13.30-15.00

3. TRACK B: PARTNERSHIPS BETWEEN UNIVERSITY AND COMMUNITY TO FOSTER SKILLS AND TRAINING ECOSYSTEMS FOR LOCAL REVITALISATION

One critical aspect of the vicious cycle that can develop with a reduced active population is "brain-drain" -- the human talent most likely to engage in entrepreneurialism and innovation moves out of shrinking areas. How to mobilize either the remaining population or the diaspora to transfer, teach and upgrade the vital skills needed in the shrinking area becomes a pressing challenge. Another key issue in the same context is that the dual nature of local vitality (economic prosperity and life quality) suggests multiple aspects may be most efficiently resolved when addressed concurrently. For example, projects fostering entrepreneurial skill and more efficient local resource use are more effective when

implemented at the same time as projects for increasing the skill and knowledge base of local policy-making officials. Therefore, necessary changes relate to both stakeholder activities and the relationships between stakeholders.

The Kyoto Alliance is actively developing networks of information sharing among industries, governments, academia and citizens. It is also re-focusing the education system to better address human capabilities and capacities needed for local revitalisation. This session will discuss how local collaborations between universities and local communities can create a positive feed-back cycle of increased community vitality and economic prosperity through key skills development. The key questions for discussion are:

1. *What aspects of rural life are, or could be developed to become, attractive to youth?*
2. *What (and how can) inter-generational knowledge be transferred in a way that contributes to local revitalization?*
3. *What skills are needed and should be taught?*
4. *How can qualification frameworks provide a positive impact on employability?*
5. *What inter-generational knowledge transfer (including VET) and innovative Higher VET can lead to reforming university education and innovating educational systems for human resource development?*

Chair: *Dr. Naoko Oishi*, PD Research Fellow, Ryukoku University Centre for Local Collaborations, Japan

Panellists:

Mr. Jan Sundqvist, Senior Analyst, Department of Swedish Public Employment Service, Sweden. "Dalarna Case with a Particular Attention to the Analysis on Demographic Change and Employment"

Prof. Piotr Szukalski, The University of Lodz, Poland. "Depopulation and University Education"

Associate Professor Veerle Dupont, Katho Univesity, Belgium. " Case Study on Collaboration between University and Local Community"

Ms. Merritt Hughes, Ph.D. candidate at University of Massachusetts, Boston, USA. "Participatory Action Research and Local Revitalization"

Prof. John West, Executive Director, Asian Century Institute and The University of Toronto, Canada.

Session Coordinator/rapporteur : *Prof. Katsutaka Shiraishi*, Ryukoku University & Kyoto Alliance for Human Resource Development, Japan.

15.00-15.20

Coffee Break

15.20-16.50

4. CONCLUDING PANEL: POLICY, EDUCATION AND RESEARCH APPROACHES FOR NEW SKILLS AND TRAINING ECOSYSTEMS

Kyoto Alliance is highly committed to developing innovative design solutions for new types of skills training and ecosystems that target local revitalisation of urban and rural areas. These skills and training ecosystems contribute not only to human resource development for the local economy, but also to the quality of life in local communities. Though the Kyoto Prefecture has already begun significant policy efforts to enhance local capacity through local networks, where partnerships forged among local stakeholders are aimed at revitalising local communities a need is recognized for integrating proposed educational reform with these activities. This panel will highlight key points from the break-out groups.

Questions to guide the discussion are:

1. *How could partnership between the universities and stakeholders be more efficient?*
2. *What policies and initiatives have been proposed by local institutions and Kyoto Prefectural Government to redesign university education?*
3. *What inter-generational knowledge transfer (including VET) and innovative Higher VET can lead to reforming university education and innovating educational systems for human resource development?*

Chair: *Ms Yumiko Murakami*, Head, OECD Tokyo Centre

Panellists:

Ms. Sanae Fukuhara, Section Director of University Policy Section at Strategy Planning Division of Department of Policy Planning, Kyoto Prefectural Government, Japan

Prof. Katsutaka Shiraishi, Kyoto Alliance for Human Resource Development and Ryukoku University, Japan

Prof. Masanori Nakatani, Kyoto Alliance for Human Resource Development and Kyoto Sangyo University, Japan

Prof. Edward Blakely, United States Studies Centre, Sydney University, Australia

Prof. John West, Executive Director, Asian Century Institute and The University of Toronto, Canada

16.50-17.20

CLOSING REMARKS

Dr. Cristina Martinez-Fernandez, Senior Policy Analyst, OECD LEED programme

Prof. Katsutaka Shiraishi, Kyoto Alliance for Human Resource Development and Ryukoku University

Friday, 13 DECEMBER 2013 – DAY 2

10.00-12.30 **STUDY TOUR: CASE STUDIES ON THE JOB MATCHING, EDUCATION AND TRAINING ECOSYSTEMS IN URBAN AND RURAL AREAS OF KYOTO CITY**

Kyoto City Ohara Area

Visit to Ohara: The North side of Kyoto City reflects the challenges highlighted in this conference. We will visit a small village in the area, Ohara, where an intergenerational VET project is contributing to local revitalization. This project has been developed by Doshisha University Graduate School in Kyoto in collaboration with a local community. A small workshop will be held with local experts, including Mr. Ryo Fujioka (Doshisha University, Ph.D candidate), who manages the project.

12.30-14.00 **LUNCH and TRANSFER**

14.00-15.30 **Kyoto Job Park**

Visit to Kyoto Job Park: Kyoto Job Park is a comprehensive employment support center that provides job seekers with a full range of services ranging from counseling, to matching of individual skills with employer needs, to upgrading through vocational training to achieve employability. Kyoto Job Park is closely collaborating with “Hello Work,” the Japanese government’s employment service center, functioning essentially as a one-stop service facility for the unemployed. Managed jointly by Kyoto Prefecture together with employees and employers organizations, Kyoto Job Park pioneered the concept of a collaborative approach bringing together local organizations supporting citizens actively seeking work.

15.50-17.20 **The Consortium of Universities in Kyoto**

Visit to Campus Plaza Kyoto: We will learn about the functions and experiences of **the Consortium of Universities in Kyoto** that led to the development of the Kyoto Alliance. It has an exchange credit system among universities and provides lifelong study projects and internship programs to encourage social interaction to contribute to the development of higher education in Japan.