

# Dr. Junichi Mori

Chief Technical Advisor, Skills for Prosperity Programme in Malaysia

# Translative Adaptation and Skill Development

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**Junichi Mori (PhD)**

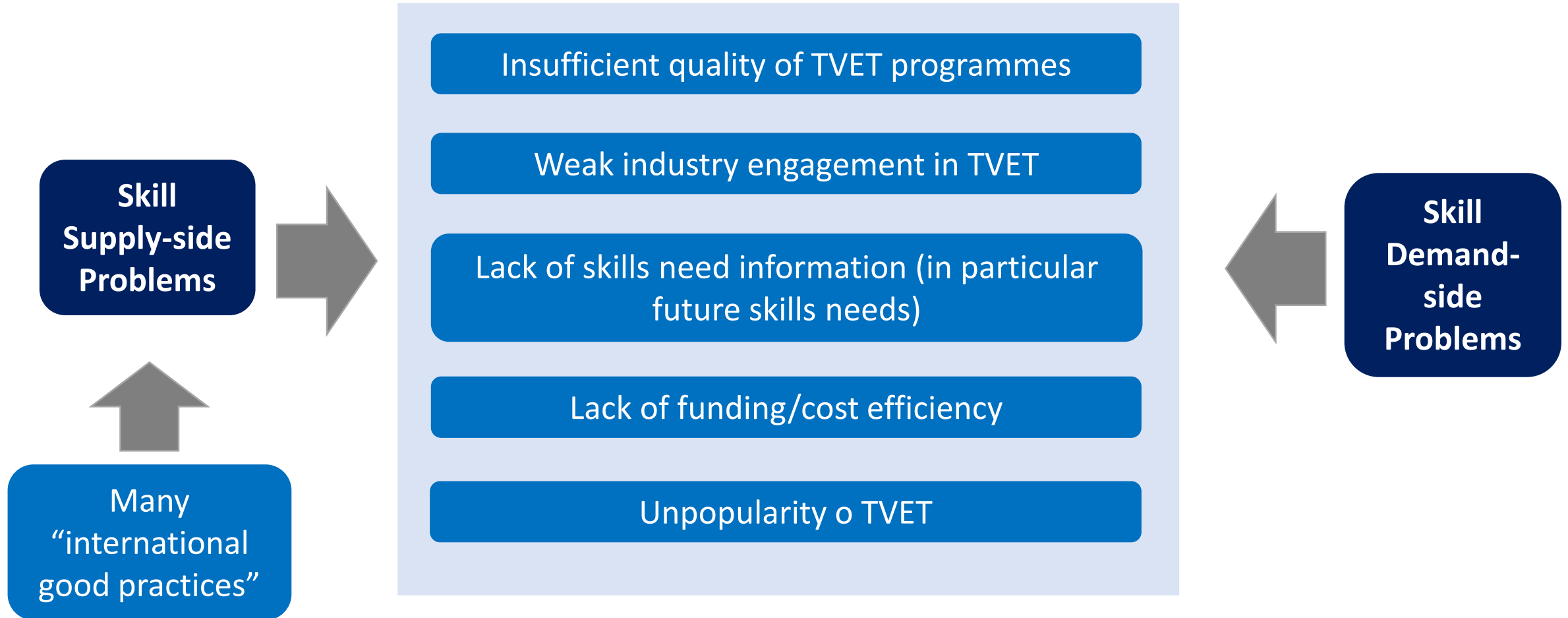
Chief Technical Advisor, Skills for Prosperity Programme in Malaysia  
International Labour Organization\*

\*This presentation does not necessarily represent the view of ILO or the programme.

# Today' Agenda

- What are contemporary challenges for skills development?
- What is translative adaptation in skills development like?

# Common Challenges for Skills Development/Technical and Vocational Education and Training (TVET)



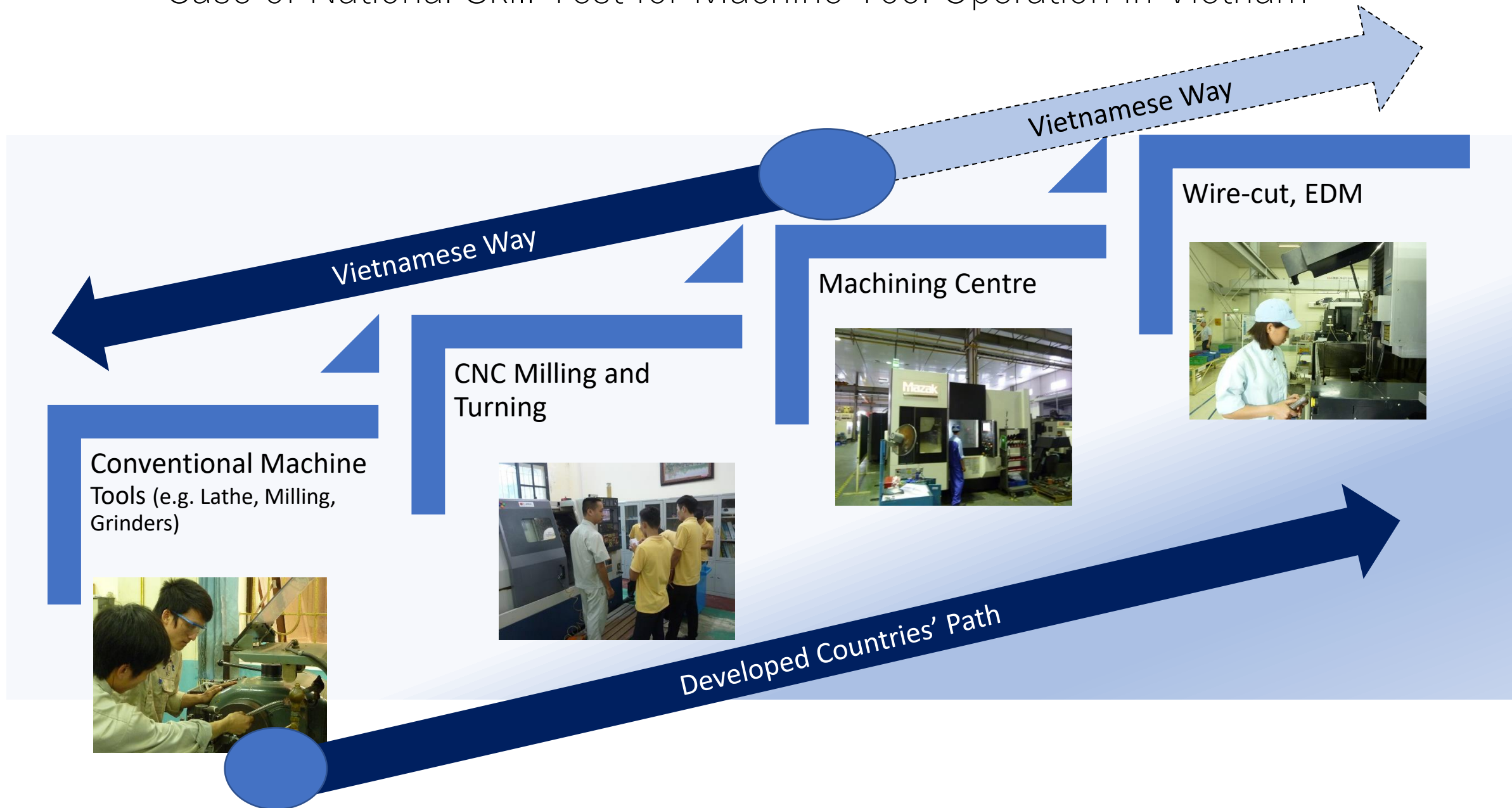
# Demand-side Factors to Encourage/Discourage Employer Engagement: Selected Examples from Employer Perspectives

Category	Encouraging Factors	Discouraging Factors
Labour Market	<b>Recruitment Demand</b>	Downsizing
		Low Turnover
	Emerging competitors	Few new competitors
Business Situation	<b>Expanding production capacity</b>	Maintaining or reducing production capacity
Development Stage	Necessity to improve productivity and quality	Operation stabilized
Technology	<b>Adapting new technologies</b>	Utilizing existing technologies
Internal Training System	Seeking assistance for employee training	Internal training systems developed

# Issues in Transferring International Best Practices

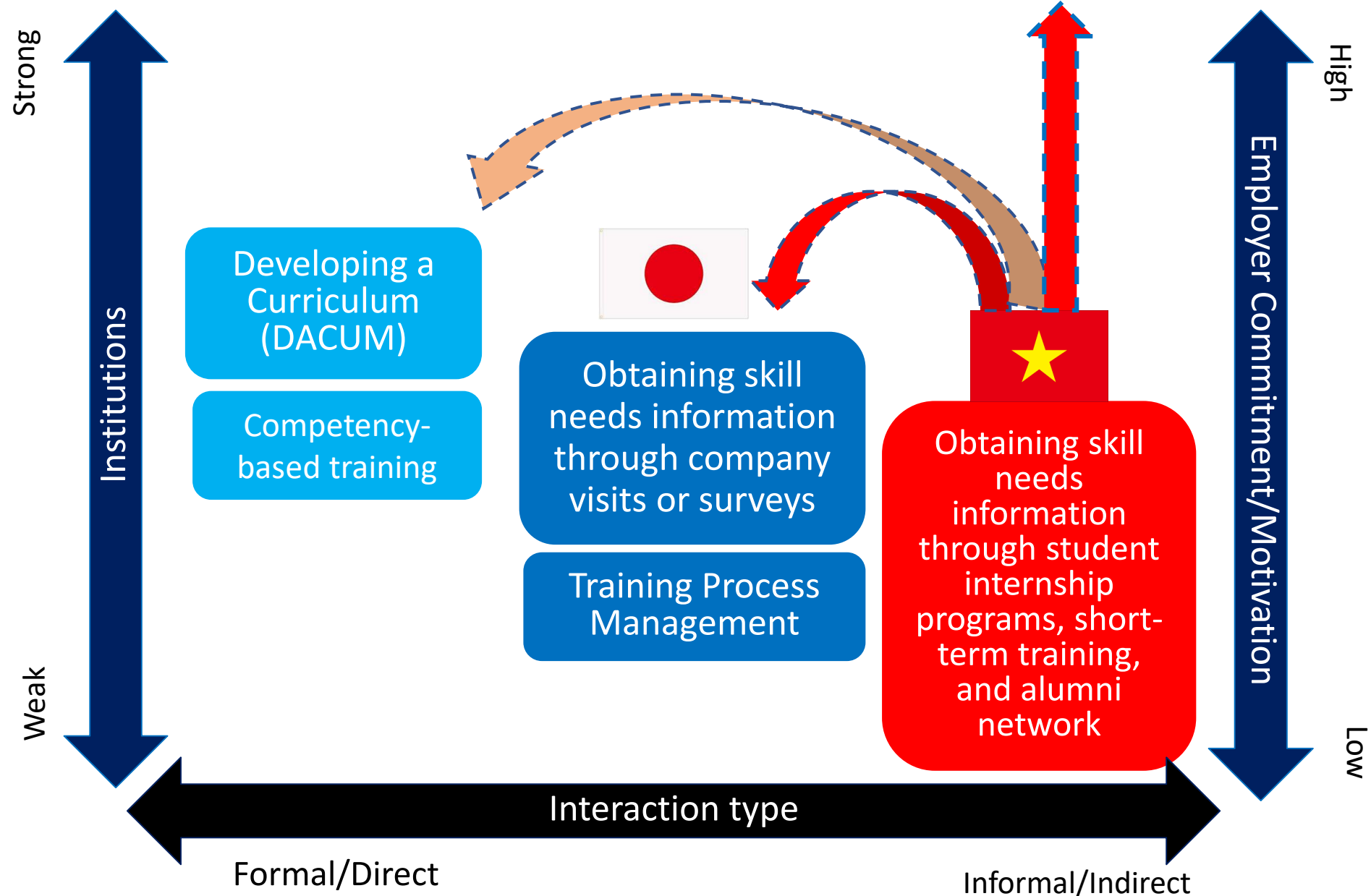
- The examples of developed countries are introduced as best practices, even if these models start facing problems in the country of origins.
- While the achievements are widely promoted, challenges are often unexplained.
- **There is no one-fit-all model which works as panacea for all countries.**
- **Therefore, translative adaptation of other countries models are required.**

# Developing Countries May Have Different Ways to Develop Skills: Case of National Skill Test for Machine Tool Operation in Vietnam



# Translative Adaptation is a Dynamic Process:

Case of Hanoi University of Industry for Skills Needs Information Collection and Industry Engagement





# Summary

- Skills development challenges are on both demand and supply sides.
- Simple transfer or import of 'international best practice' may not work. Thus, translative adaptation is important.
- The translative adaptation is a diverse and dynamic process.