

Points to Note

- Explicit knowledge: commodity, in the form of IP, patent, etc.; knowledge capital
- Tacit knowledge:
 - Process: learned and produced but not yet capitalized
 - Weakness among developing countries
- **NEED: To strengthen Tacit Knowledge**
 - Accumulation
 - Socialization
 - Enrichment

Development of Innovative Talent

Innovative Attitude

- Breakthrough thinking
- Risk taking
- Decision making
- Drive to achieve
- Leadership



Basic Academic Skills

- Arts and sciences
- Basic academic skills

Ethics

- Ethics
- Philosophy
- Public morality
- Respect diversities

Fundamental Skills as a Member of Society

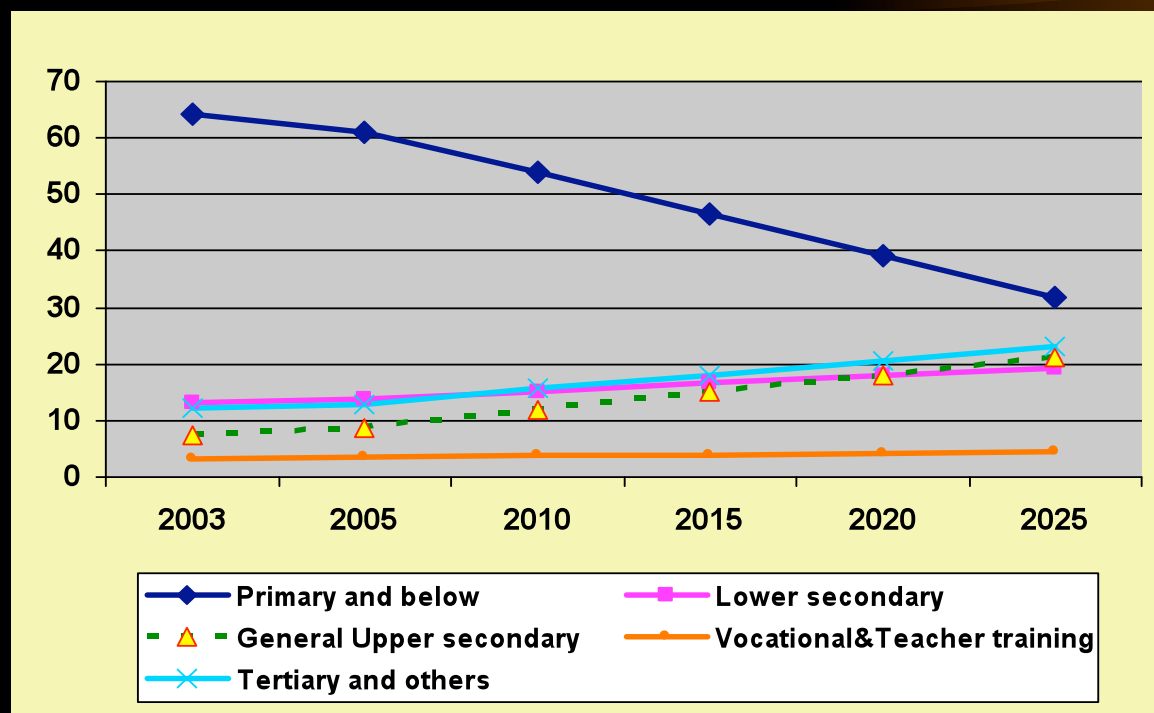
- Passion
- Aspirations
- Communications
- Language skills

Future Prospects: Case of Thailand



- A projection of the Thai labor force from 2005 to 2025 suggests
 - A positive sign for the future economic development in Thailand
- A remarkable increase in the proportion of those with general upper secondary education
 - From 8.7 percent in 2005
 - To 21.28 percent in 2025

Proportion of Projected Thai Workforce by Educational Attainment



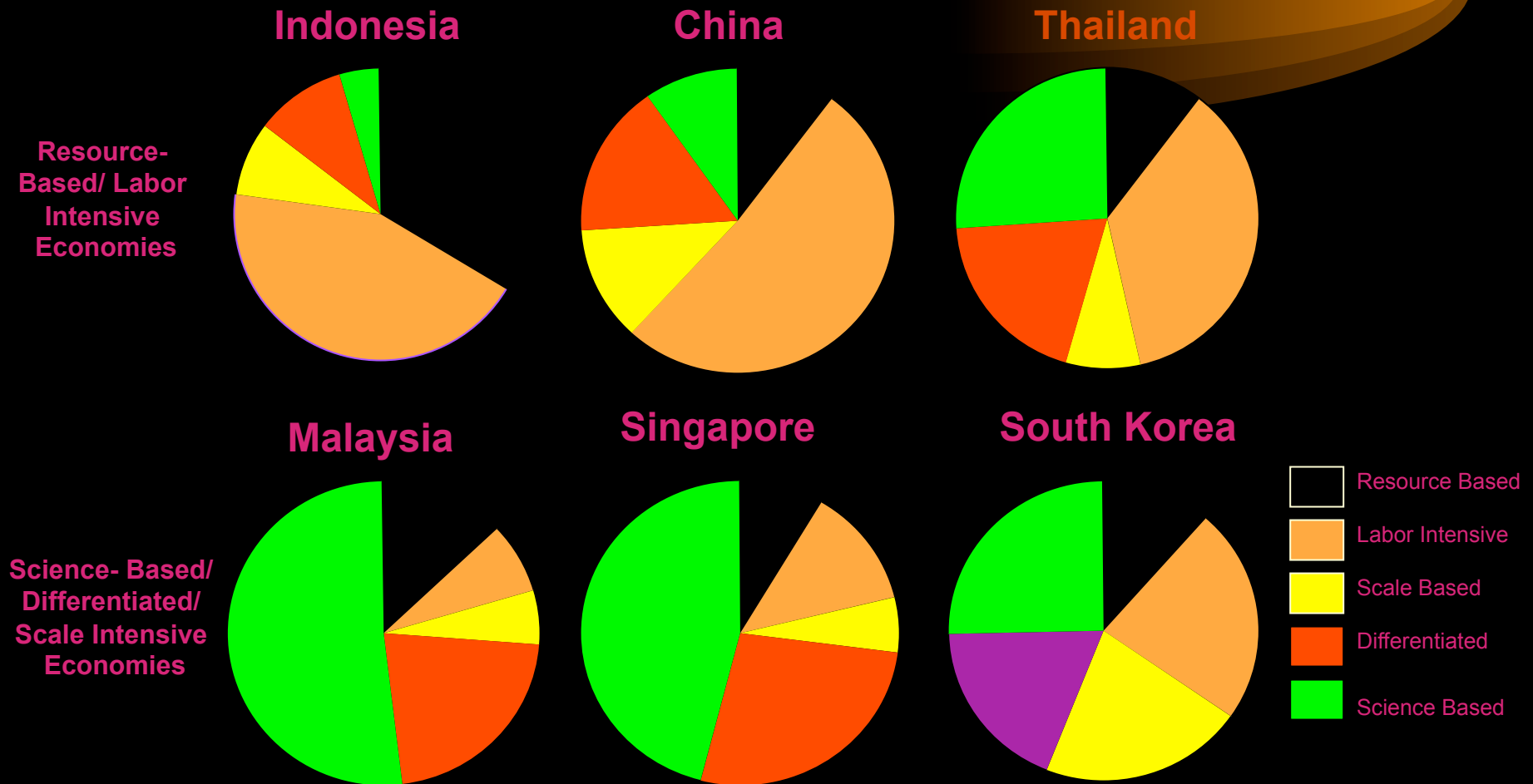
Challenges: Case of Thailand



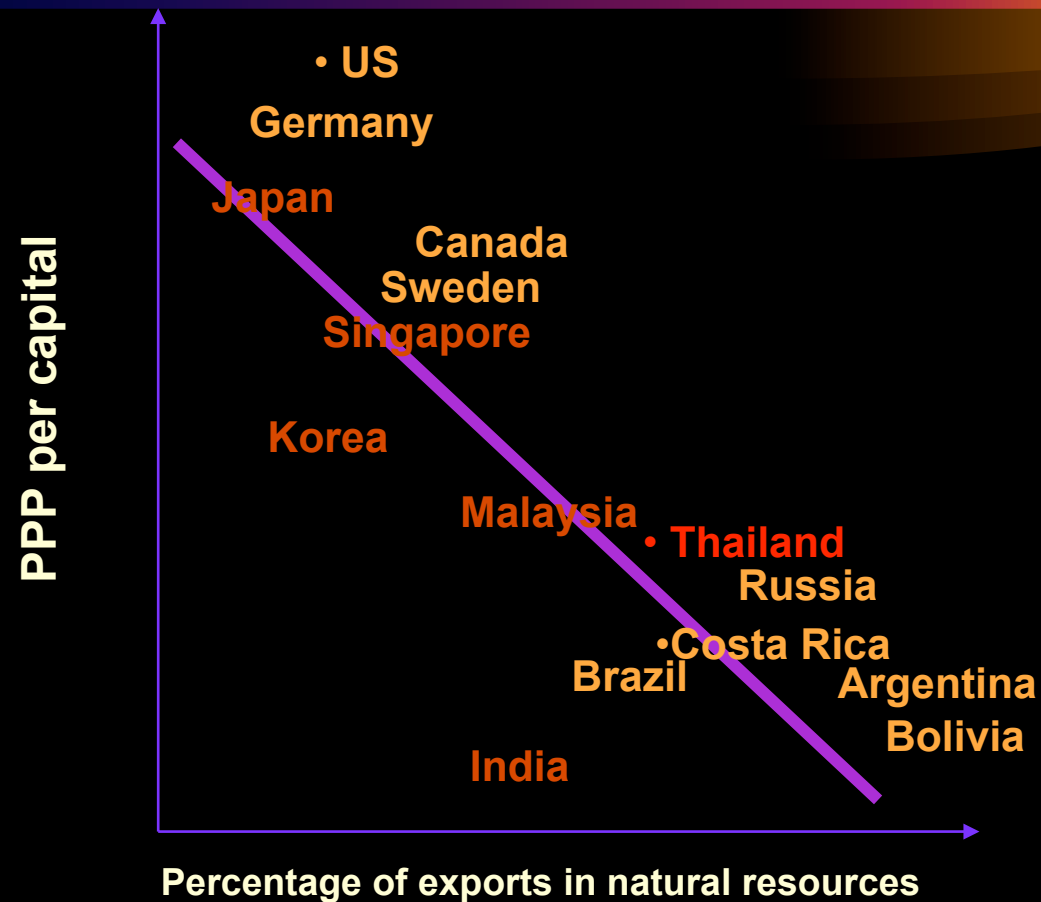
- Despite such a positive sign, Thailand is still of an urgent need to move away from low skilled labor-intensive to a value-added and competitive industry based on identity, managerial expertise and higher technical skills of labor.

Thailand Is Over-Reliant on Resource-Based And Labor-intensive Industries

Export Composition of Six Asian Economies



Relationship Between Natural Resource Exports and Wealth



Source: Maecinsee, 2008

Strengths and Weaknesses of Thai Workforce as of NOW

(Patcharawalai Wongboonsin and Kua Wongboonsin, forthcoming)

Strengths

Plentiful, cheap, low-skilled workers

Easy to train/learn quickly

Respectful and non-confrontational



Thai Workforce

Weaknesses

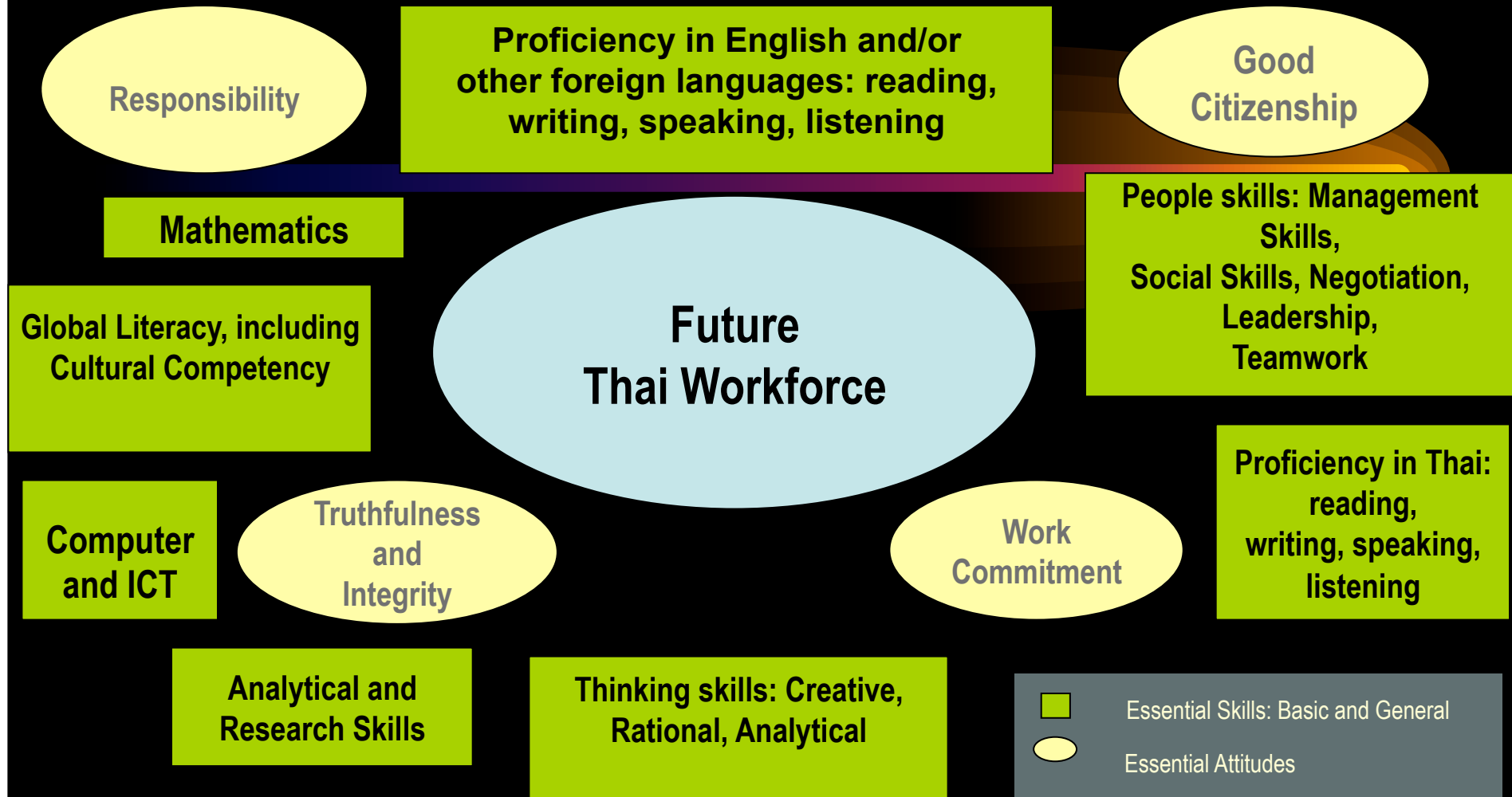
limited high –skilled workers

Untrained

Unmotivated and lack of work ethic

Unconcerned with deadlines and punctuality

Essential Attributes of Future Thai Workforce



Source: Patcharawalai Wongboonsin and Kua Wongboonsin, forthcoming.

Current Efforts: Case of Thailand



- The current National Education Act aims at the full development of the Thai people in all aspects:
 - Physical and mental health
 - Intellect; knowledge
 - Morality; integrity
 - Desirable way of life so as to be able to live happily with other people