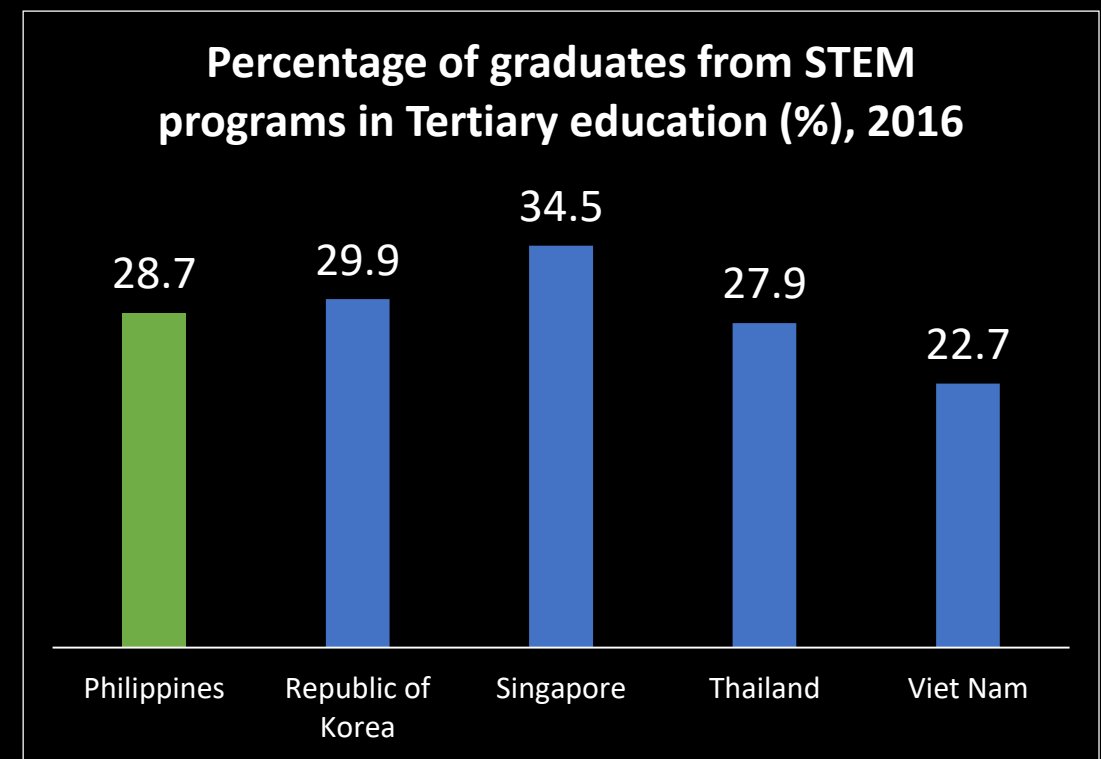
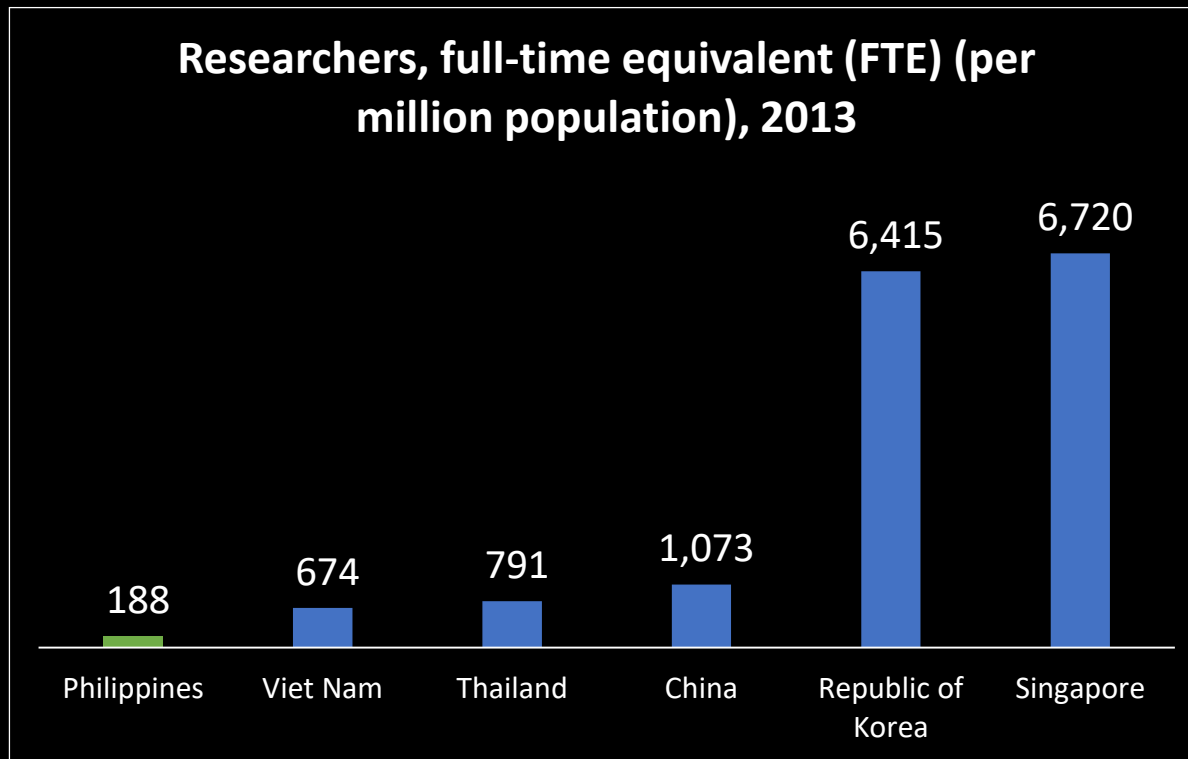


Securing a Critical Mass of Talent in the Philippines

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NAST Social Innovation Forum
12 November 2019
Manila

Number of researchers and graduates of STEM



Source: UNESCO IS

Why do relatively few STEM graduates work as researchers? Not education mismatch : share of STEM graduates similar to Korea and Thailand. Maybe, lack of demand due to weak industrialization?

We are fighting many
battles but are we
winning the war?

Proposed Five-Year Catch Up Plan
for
Talent Development and Retention

EASE OF DOING SCIENCE

Action Agenda for Reforms in Governance

- Adopt a Technology-explicit national development agenda (whole of government)
 - The Emerging System: DOST-DICT-DA-DOH-DENR-CHED-National Innovation Council-Philippine Science Agency
 - Revival of the AFP R&D Center
 - National Quality Infrastructure
- Fund regular quinquennial professionally-conducted External Program and Management Reviews (EPMR) of public and private HEIs; DOST, CHED, DepEd.
- Conduct EPMR of the National Innovation System
- Revive use of the Revised Accounting and Auditing Manual of Research Operations
- Formulate Separate Procurement Guidelines for R&D
 - Allow for more specialized BAC to be established in R&D institutions
 - Increase threshold of discretion for Project Leaders provided there is strict compliance with conflict-of-interest issues
 - Revise definition of equipment
 - Allow brand preference
 - Provide incentives for scientific instrument suppliers to consider Phl as a hub of their operations for ASEAN (simplify requirements; ecozones)

Action Agenda for Reforms in Governance (cont'd)

- Establish Regularly Funded, Functional and Professionally-Staffed Grants Administration Units in HEIs
 - Adjust ceiling for indirect costs (facilities and administration costs not attributable to any single project)
 - Professionalize Grants Administration in R&D Institutions (drafting of proposal, cost estimates, compliance, reporting and financial management)

Action Agenda for Talent Development

- Revitalize the basic sciences and mathematics
 - Support “ authentic” basic science and mathematics departments with highly-trained faculty
- Modernize instructional and research laboratories
 - Equal load credits for lecture and laboratory courses
 - Release full cost of laboratory operations; provide funds for full payment of lab fees for government supported scholarships
- Increase funding for scholarships in reputable foreign HEIs
 - Revise provisions of scholarship contracts, especially on the return service clause and the lack of flexibility in adjusting the period of support
- Close HEIs with poor performance and offering inadequate facilities
 - Access vs. Excellence
- Reform Graduate education
 - Credentialization vs. excellence
 - Inbreeding
 - Lack of adequate support for thesis and dissertation

Action Agenda to Retain Talent

- Compensation Package
 - Attractive Compensation Package
 - Implement exemption of DOST from SSL
 - Start-up funds for research
 - Tax exemption on compensation for researchers below 40 years of age
- Provide security of tenure and opportunities for career advancement of R&D workers
 - Regular positions in government institutions
 - Provide funding and opportunities to retool (postdoctoral postings and sabbatical leave)
- Remove restrictive self-serving retrogressive provisions in all laws regulating professions that stifle innovation in higher education institutions
 - “teaching as practice of profession”
- Amend dual citizenship law to allow those with Filipino citizenship to be employed as faculty and researchers

Action Agenda to Retain Talent (cont'd)

- “Allow and attract reputed foreign professors and researchers, especially in the Science, Technology, and Innovation field, to be appointed in higher education institutions (*See also PDP Chapter 14*).”
- Improve research laboratories and update facilities including provisions for reliable supply of power and other utilities
 - Include laboratory operations in Public-Private Partnerships Program (BOT)

Needed:
A Long-Term Talent
Development and Retention
Plan

A close-up photograph of a rice field. The image shows numerous rice panicles, which are clusters of grains, in various stages of ripening. Some are a vibrant golden-brown, while others are still green. The panicles are interspersed with long, narrow green leaves. The lighting is warm, suggesting late afternoon or early morning, with soft shadows and highlights on the grains and leaves. The overall composition is dense and textured, focusing on the natural beauty and agricultural significance of the rice crop.

Thank you