

# **Development of Highly Educated Human Resources in Asia**

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## **Abstract**

Over the past few decades, Asian countries have experienced significant economic and social development. The transformation to a knowledge-based economy as well as the rapid increase of a new middle class will require highly educated human resource personnel that can contribute to further growth in the service and industrial sectors. These highly educated human resources are primarily provided by universities and other institutions of higher education, such as polytechnics. In fact, most Asian countries have experienced a rapid growth in higher education over the last two decades. It is not easy to define the specific skills and competencies that are required for highly educated human resources. A university education has often been treated as ‘holy ground’ in the discussion of industrial skills development. However, recent debates on the quality assurance of higher education have changed this atmosphere. Nowadays, the core topic in the debate about the quality of a university education centers on the assessment of the input, output, and outcome of a student’s learning experience. At the same time, the unemployment rate for highly educated human resources and the mismatch between a university education and the demands of the industry are observed both in developing and developed economies. A great deal of attention is also paid to the transition from higher education to the world of work and the career development of university graduates. In this regard, internships and entrepreneurial education are widespread and could play a critical role. At the same time, the internationalization of higher education is also becoming a serious tool used to foster symbolic analysts who can actively work across national borders applying their highly professional knowledge and skills. In this article, the author introduces the current debates on university education to stimulate a discussion regarding the vision for future development of highly educated human resources in Asia.