

Forum

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The Machine Inspection Skills Competition was held in February 2008, cohosted by TESDA (Technical Education and Skills Development Authority), GBFI (Gokongwei Brothers Foundation Inc.), EBI (Ebara Benguet Inc.), PMPC (Panasonic Manufacturing Philippines Corporation) and JAVADA (Japan Vocational Ability Development Association). (Details in P.2) In March 2008, under the banner of the 'Technology Demo of Skills Excellence', skill demonstrations were given in six trades including machine assembly and lathe work. A total of 700 persons including personnel from industry and business, and students and teaching staff from vocational training schools took a keen interest in the top-level production skills demonstrated. (Details in P.2)

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● In Vietnam,

A workshop on skills evaluation methods for machine assembling finishing work was held for the first time at the Hanoi Industrial Technical College (HITC) in cooperation with the Ministry of Labour, Invalids and Social Affairs (MOLISA). The outline of workshop was described in the last Issue No.4. This time, Dr. Duong Duc Lan, Deputy Director General, Department of Vocational Training at MOLISA writes an article of skills evaluation activities in Vietnam. (Details in P.7)

● Activity by Committed Partner of SESPP

Mr. Masuo Matsumoto of Victor Company of Japan, a committed partner of this program, introduces their Skills Assessors Training, and Skills Evaluation Trials. (Details in P.6)

Joint Skills Competition (the Philippines)

The Machine Inspection Skills Competition was held on February 14th 2008 at PMPC (Panasonic Manufacturing Philippines Corporation), by JAVADA (Japan Vocational Ability Development Association) along with TESDA (Technical Education and Skills Development Authority), GBFI (Gokongwei Brothers Foundation Inc.), EBI (Ebara Benguet Inc.) and PMPC (Panasonic Manufacturing Philippines Corporation).

A total of 14 participants from vocational training schools under the TESDA umbrella, GBFI, EBI and PMPC competed in machine inspection. The competition attracted attention by students and teaching staff from a number of vocational training schools.



A scene from the competition



Information session of test project for visitors



Marking and assessment



The participants



Technology Demonstration of Skills Excellence (the Philippines)

A demonstration of high-level skills by high-proficiency skilled workers was held at the Don Bosco Technical College in the Philippines on March 26th and 27th 2008. The companies (organizations) attended in the demonstrations and trades are as follows.

- Matsushita Electric Industrial Co. Ltd: Fitting (test project of Skills Competition in Japan), milling machines (DVD showing with comment, test project of Skills Competition in Japan)
- Ebara Corporation: Lathes (National Skills Test Grade 2 in Japan)
- TESDA (Technical Education and Skills Development Authority): Welding (test project of Skills Competition in the Philippines)
- GBFI-TTC: Air pressure adjustment (test project of in-house training at Gokongwei Brothers Foundation Inc.)
- PMPC (Panasonic Manufacturing Philippines Corporation): Machine assembling finishing work (in-house Skills Test Grade 2 at Matsushita)

The demonstration was held jointly by TESDA and Don Bosco Technical College attracted approximately 700 persons including instructors and students from training facilities, personnel from the welding, motor vehicle, and electrical industries. And the demonstration succeeded in improving skills level and promoting skills evaluation system.



Impressions by Industries and Associations

TESDA (Technical Education and Skills Development Authority)

The guest speaker Deputy Director General Pastor Z. Guiao, who now heads the Cluster on Community and Local Government Unit Services of TESDA, emphasized the objectives of the event such as:

- To show the significance of Skills evaluation and its contribution to the economy, industry education and training;
- To serve as venue where stakeholders can observe proper skills techniques to be provided by the experts;
- To enhance evaluation techniques of the trainers;
- To serve as benchmark of skills competence of trainers;
- To promote skills testing and certification in private companies.



Don Bosco Technical College

“Our students in particular, were overwhelmed with the showcase of the skills of our experts from the different companies. The sight of the experts performing the skills has inspired them to pursue their training with more enthusiasm. Furthermore, the experience working with the experts even for a short period provided them a clear direction of the real essence of their training and their future role in industry.”

Mr. Yunoki - Ebara Corporation

- I was happy to see that the spectators showed keen interest, and watched the demonstrations intently with manners.
- Demonstrations included a viewer participation segment, with instruction on lathe work such as centering of 4-jaw chucks, and measurement using internal calipers, and many questions were raised by the students who showed the enthusiasm.
- A video camera and projector provided by the staff of Don Bosco Technical College brought the lathe work to the audience in real time, providing an immediate understanding of the cutting process (a cutting edge of a cutting tool and generation condition of cutting chips of a work piece) on a large screen. The screen was followed intently by all.
- I was sure that they generated considerable interest on skill training, skill testing, and high-level skills, because I witnessed that two demonstrations over two days designed to develop test projects gathered deep interest from the audience and large numbers of questions.
- It was also a profit that National Skills Competition winners and coaches from Matsushita Electric in Japan were able to exchange knowledge and skills with technical personnel and staff from local industries, instructors and students from Don Bosco Technical College, and TESDA staff.



Plan for Skill Assessors Training in 2008

A total of 60 participants will be invited to the training in 15 companies.

Company List

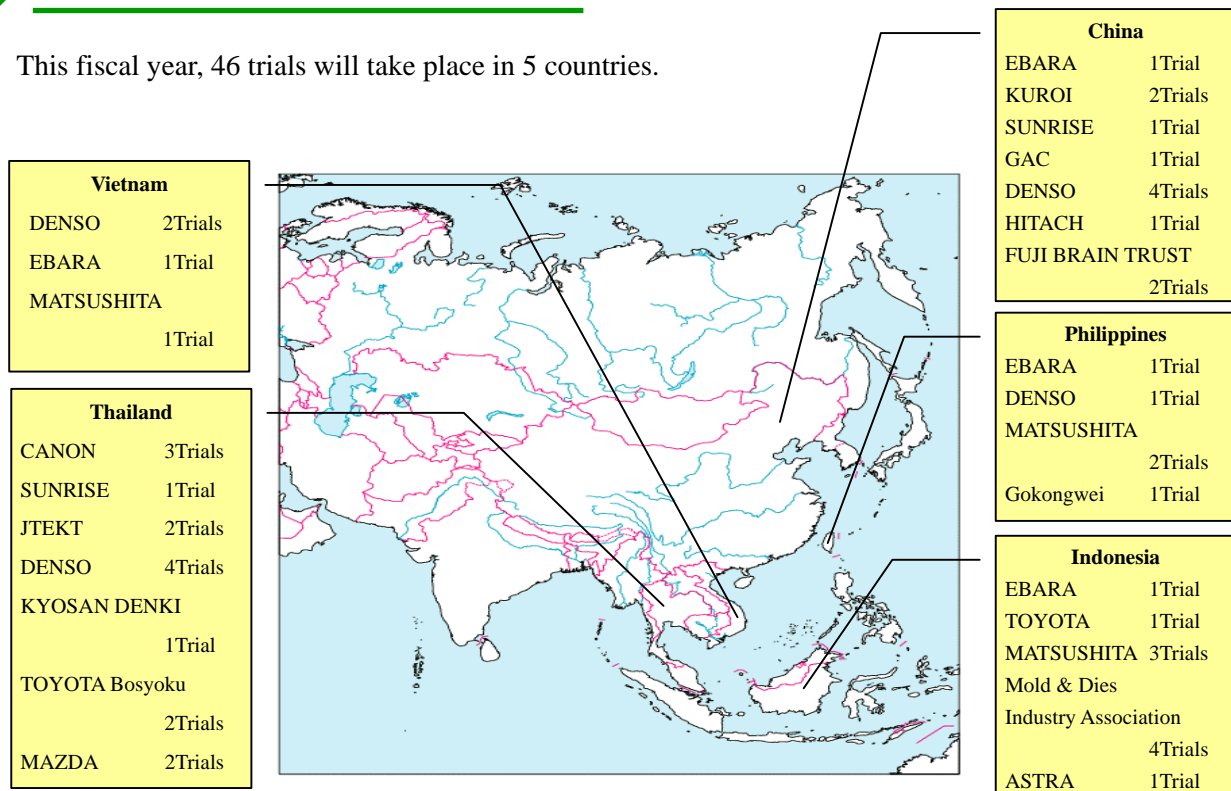
| Companies | Companies |
|--|--|
| EBARA CORPORATION | NISSAN MOTOR CO., LTD. |
| KYOSAN DENKI CO., LTD. | VICTOR COMPANY OF JAPAN CO., LTD. |
| KUROI ELECTRIC CO., LTD. | HITACHI, LTD. HITACHI WORKS |
| SUNRISE INDUSTRY CO., LTD. | FUJI BRAIN TRUST CO., LTD. |
| JTEKT CORPORATION | PRONICS CO., LTD. |
| GAC CORPORATION | MATSUSHITA ELECTRIC INDUSTRIAL CO., LTD. HUMAN RESOURCES DEVELOPMENT COMPANY |
| DENSO E&TS TRAINING CENTER CORPORATION | MAZDA MOTOR CORPORATION |
| TOYOTA BOSHOKU CORPORATION | |
| Total 15 companies | |

Country List

| Countries | Persons | Countries | Persons |
|-------------------|---------|-------------|---------|
| Indonesia | 12 | Philippines | 3 |
| Thailand | 23 | Vietnam | 4 |
| China | 18 | | |
| Total 60 trainees | | | |

Plan for Skills Evaluation Trials in 2008

This fiscal year, 46 trials will take place in 5 countries.





Training of Skill Assessors and Skill Evaluation Trials

Chief Certified Skill Engineer, Manufacturing Promotion Center, Production Engineering Division, Victor Company of Japan, Limited (JVC)

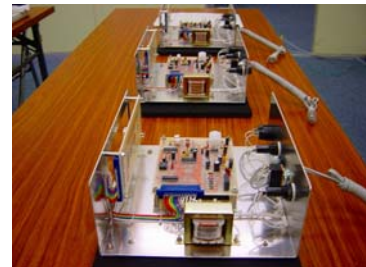
Mr. Masuo Matsumoto

Japan Victor is a manufacturer of audio-visual equipment, whose foreign production ratio is very high and production bases are particularly concentrated in south-east Asia. Training and support for manufacturing improvement for local supervisory personnel in the areas of technology, skills, quality, and management was only possible once or twice annually, and consequently training of local staff was difficult to become an integral component of operations. Skills improvement and rapid localization of skills training (development of trainers) for local workers was therefore desired.



Training in Japan

In 2004, during our work in assisting with the Workshop on Skills Evaluation Methods, we became aware of JAVADA's Skill Assessors Training program. We immediately consulted with JMM (JVC Manufacturing Malaysia Sdn. Bhd.) in Malaysia, and came to the decision to seek support of JAVADA in training instructors in soldering work. The first course for skills evaluator training was conducted in 2005, and in 2006, trainees completing the first training the previous year held a skills evaluation trial in the Skills Competition style with a small group of 20 participants. The second skills evaluation trial (competition style) was held in 2007.



Test Projects

The Skill Assessors Training adopted the Japanese Trade Skills Test Grade 2 for electronic equipment assembly as training tools, with the following objectives.

1. An understanding of the Japanese skills evaluation system.
2. Acquisition of the necessary knowledge and skills for the trainees to assemble equipment.
3. Acquisition of the necessary knowledge and skills for evaluation.
4. Acquisition of the skills necessary for assessors of Skills Evaluation Trials.

The training commenced with Grade 3, and moved on to Grade 2, and to a practical course of evaluation methods for electronic circuit connections.

The conditions of the Skills Evaluation Trial included the following requirements.

1. Materials used in daily operations are to be employed in manufacture of test object of the competition.
2. Test projects are to be used as training materials for new local personnel.

We made it as the first step of the trial for the trainees to propose test projects.



1st Skills Evaluation Trial



Scoring by Assessors

Through the trial, the employees' attitudes to soldering were changed and trainees completed the training developed an awareness of the need to aim higher in the next step.

The program of JAVADA enabled us to provide our staff with a sequence of trainings to establish skills evaluation system including training of skill assessors, interim training and finally skills evaluation trial so that it allowed the local staff to conduct the self-support training of soldering work. It was the first time to introduce skills evaluation system into the Southeast Asian manufacturing base.

We will render our challenge to improve the capacity of local assessors in various trades and in other regions.



Participants in the 1st Skills Evaluation Trial

Workshop on Skills Evaluation Method in Vietnam (held 10 - 12 October 2007)

Deputy Director General, Department of Vocational Training, Ministry of Labour, Invalids and Social Affairs Vietnam [MOLISA]

Dr. Duong Duc Lan

Within the framework of Skills Evaluation System Promotion Program, “Workshop on Skills Evaluation Method – Mechanical Assembly Finishing Work” was held from 10 to 12 October 2007 at Hanoi Industrial College by Japan Vocational Ability Development Association in cooperation with General Department of Vocational Training of Vietnam. This workshop was aimed at strengthening skills of making theoretical test questions, practical test projects and method of skills testing and evaluation for Vietnamese vocational teachers. The First Secretary of Embassy of Japan in Vietnam, Mr. Tomoyuki Okada, and the Deputy Director General of General Department of Vocational Training, Mr. Nghiem Trong Quy attended and made opening speeches at the Workshop.

There were 30 participants from 10 different universities, colleges and secondary schools which have taught mechanical assembly finishing work. The two experts coming from DENSO Japan introduced skill evaluation method of mechanical assembly finishing work for all participants, including the following interesting topics: Introduction of skill testing in DENSO Japan, Japan’s National Skills Testing and Certification System, Skills testing standards for 3 trades of mechanical assembly finishing work, examples of practical test projects for trade skill test 1st and 2nd grades of mechanical assembly finishing work, practical test executing procedure and scoring procedure. Based on practical test for 2nd grade of mechanical assembly finishing work, participants learned work procedure, testing criteria, scoring procedure; carried out some work elements of the test and learned how to use measurement tools to check and give exact score for the test. During the workshop, the two experts answered and explained many questions of participants. Many topics relating to the skills testing were also raised for discussions.

At the end of the workshop, Mr. Toshiya Takada from JAVADA highly appreciated Vietnamese vocational teachers who participated positively in the workshop and gave out valuable questions and contributive ideas for the development and evaluation of trade skills. On behalf of JAVADA, Mr. Toshiya Takada awarded certificates for successful participants. The workshop also provided trainees with much useful knowledge and experiences in designing practical test projects and executing trade skills tests during the training process.


<The action plan of MOLISA 2008 relating to skills evaluation >

National skills testing and certification for labour in Vietnam has just regulated in Vocational Training Law which were approved in 2006. Ministry of Labour, Invalids and Social Affairs of Vietnam needs to develop legal documents system in order to create basis for the establishment and development of national skills testing and certification system. In 2008, we will carry out the followings:

- Developing and getting approval on Regulation on Managing and Executing National Skills Testing, Regulation on Managing and Issuing National Skills Certificates.
- Organizing training and advanced training of developing trade skills standards, of making test questions bank, practical test projects and of national skills testing and certification method.
- Carrying out surveys and making choice testing centres in the three parts of the country including the North, the South and the Centre and then investing material infrastructure, training staff for these centres.
- Executing pilot national skills testing for some selected trades.

<Proposals to JAVADA >

JAVADA has long experience in executing and managing national skills testing and certification as well as in proposing policies to encourage Japanese labour to follow their long life learning and strengthen their working competences. We hope that JAVADA will cooperate and support us in technical aspect and staff training aspect so that we can quickly develop our national skills testing and certification system which are suitable for our socio-economic situation and is comparable with such systems of other countries in the region and in the world.



We would like to have your comments, opinions, and suggestions for future topics. Please feel free to contact us.

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