

Forum

Issued April 2009, No. 6

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Seven years have passed since the Skills Evaluation System Promotion Program started in 2002 and over ten thousand people have participated in the program. Also, more than 380 skill assessors have been fostered in the industrial world of each country.

Professor Heiichi Hirota, who retired in March last fiscal year from the Polytechnic University (PTU) has shown leadership as the chairman of the Skills Evaluation Method Study Committee from the outset of this program. Also, he has made every effort to train the trainees as a special lecturer of the Workshop on Skills Evaluation Method. Specifically, his insight into the characteristics and evaluation of skills has influenced many trainees and has been the driving force of this program. We would like to express our gratitude for his cooperation and wish him continued good health. Professor Masaki Wada of the PTU took over as the chairman of the committee in April this year.

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- In **Indonesia**

The National Skills Test “Equipment Maintenance - grade 3” was conducted at PT Denso Indonesia in November last year (See page 2).

Another topic was that the ASTRA Institute of Technology hosted the Skills Competition on 20-21 August last year using test projects of the National Skills Test “Machine Inspection – grade 3” and “Metal Mold Finishing – grade 3”. Twenty four students selected from three technical institutes/universities participated in the competition. The skill assessors from the Committed Partners in industry were involved in the operation of the competition.

- In **Thailand**

At the Chonburi Regional Skills Development Institute of the Department of Skill Development (DSD), Ministry of Labor, the Workshop on Skills Evaluation Method, “Press Metal Mold Manufacturing” was held on 27-29 January this year, and 32 participants grappled with the practice assignments of Japan’s National Trade Skill Testing & Certification grade 2. We would like to express our gratitude to the lecturers, Mr. Takeuchi (TOYOTA) and Mr. Maruyama (MIYOSHI INDUSTRY Co., Ltd.), the Director General of DSD and his colleagues.

Also, DSD, Committed Partners in industry and the Ministry of Health, Labor and Welfare of Japan exchanged opinions for the spread of Thailand’s National Skills Testing System in industrial world. The Exchange meeting among the Committed Partners was for the first time was held in March this year.

- In **Vietnam**

In December last year, the Workshop on Skills Evaluation Method for “Machining” and “Machine Inspection” was held at the Hanoi Electro-Mechanical Vocational College. (See page 3)

IMDIA implementing tests as the Indonesia's national certification test was started on September 18, 2006 and the test on Machine Inspection - grade 3 was conducted at the Techno School of Matsushita Gobel Education Foundation with the support of the Skills Evaluation System Promotion Program (SESPP) of Japan Vocational Ability Development Association (JAVADA). I introduced the background up to the start of the national certification test before in the news letter, so this time I will report the subsequent approaches and issues.

The introduction of the national trade skills testing & certification system is deeply related to the Indonesia Mold and Dies Industry Association (IMDIA), which was established on February 22, 2006, for the development of the metal mold industry through the fostering of metal mold skill and technical experts. IMDIA regarded Japan's national trade skill test as appropriate method to clearly evaluate the level of skills and techniques in the industry. Then, it received the copyright license for the test questions from JAVADA and decided to use them for the first implementation of the Indonesia's national certification.

However, to use Japan's test questions for Indonesia's national certification, permission from the Indonesia Professional Certification Authority (IPCA/BNSP) was required. Indonesia's National Certification has a system where skills are certified on each unit in the competency standard system, and assessors visit the work site of the examinees and check the designated items through a report or oral tests. Therefore, the Committed Partners (Panasonic, TOYOTA, Denso and EBARA) for the Skills Evaluation System Promotion Program (SESPP) and JAVADA asked for understanding from BNSP about Japan's National Trade Skill Test, in that it attaches importance to the measurement accuracy and external appearance of the products, deftness at work and system thinking for whole work process, and it is useful for fairness, objectiveness and ease of marking and evaluation. Eventually, permission was obtained by matching the level and requisite of the skill in both countries' systems.

After that, according to the medium-term plan, the test for Machine Inspection-grade 3 was carried out in March 2007 at EBARA, and then the test for Metal Mold Finishing-grade 3 was carried out at TOYOTA, while the test for Equipment Maintenance-grade 3 was conducted in November 2008 at Denso. The results up to November 2008 are shown below.

	2006		2007		2008		Total	
	Examinees	Successful examinees	Examinees	Successful examinees	Examinees	Successful examinees	Examinees	Successful examinees
Machine Inspection	65	41	197	153	204	81	466	275
Metal Mold Finishing	–	–	34	14	44	19	78	33
Equipment Maintenance	–	–	–	–	48	11	48	11
Total	65	41	231	167	296	111	592	319

Thus, the medium-term plan was accomplished through the united efforts of JAVADA, the Indonesia Professional Certification Body of Metalwork & Machinery (LSP-LMI), which is Indonesia's testing organization for national skills test National Trade Skills Test, Committed Partners and IMDIA.

To train and evaluate skilled workers and technicians of the metal mold industry, testing of these Job Trades is not sufficient at present. Therefore, I consider that introduction of new test trades for metal mold processing field is necessary from fiscal 2009. Now, the tests being conducted are for the level of grade 3, and we are considering introducing the level of grade 2 and above.

Since fiscal 2008, the skill categories of Japan's Trade Skill Test have been added on the Indonesia's Certificate as job titles. I think it means that the skills evaluation activities of Committed Partners of SESPP including Panasonic, TOYOTA, Denso, EBARA and ASTRA were recognized by BNSP.

Workshop on Skills Evaluation Method (Vietnam)

The Workshop on Skills Evaluation Method, “Machining (lathe) and Machine Inspection” was held from 10 to 12 December, 2008 at the Hanoi Electro-Mechanical Vocational College in the suburbs of Hanoi, Vietnam, by the Ministry of Labor, Invalids and Social Affairs (MOLISA) and JAVADA. Thirty people including the teachers of vocational training schools learned the practical tests and skills evaluation method through the workshop.

Mr. Masanori Yunoki and Mr. Takaji Oku of Fluid Machinery and Systems Company of Ebara Corporation took on the teaching, and EBARA Hai Duong, which is one of the Committed Partners in Hanoi, contributed in a variety of ways, such as providing equipment and supplies.

The Vietnamese government intends to introduce National Trade Skills Testing & Certification by no later than 2010, and the principal of the Hanoi Electro-Mechanical Vocational College thinks “It is a fact that there are only a few technical experts in Vietnam. To conduct the national certification, schools which do not catch up with technical developments should make efforts to improve teaching theory and practice. To achieve this, learning from examples in the manufacturing industry is important, such as dispatching teachers to companies to listen to their comments.” In this regard, the workshop this time is considered as very meaningful by many people concerned.





I want to put “what we have learnt in Japan” to practical use in Thailand

TOYOTA BOSHOKU CORPORATION

We are introducing the voice of Thailand TBFST and STB’s people taking our Skill Assessors Training

STB TEXTILES INDUSTRY CO., LTD

Mrs. Supat Sanwong

Our company is an auto parts manufacturer, and in 1995 it was established as a car seat fabrics manufacturer. In 2000, it started production of air cleaners and airbags.

I visited Japan in September 2008 for a JAVADA program and received the Skill Assessors Training on quality checking for about a month at the DENSO E & TS Training Center Corporation and conducted the planning and operations of the 2nd Skills Competition of STB held on December 21.

When it was decided I would receive training in Japan, to tell the truth, I was happy I could go to Japan, but at the same time I was worried whether I could learn from the training at the company. However, once the training started, I found that I had no anxiety because people who receive the training from countries in Asia and China and instructors welcomed us warmly. I learned a lot from the training and life there.

1. What we have learnt from the training on quality checking
 - How to use measuring instruments such as the vernier scale and micrometer
 - Comparison between good items and defective items, how to select defective items and a clear explanation on the defective parts.
 - Comparison between the drawings and the actual goods and comparison with the standard criteria
 - Instruction techniques as a trainer
2. Responsibility and duty
 - Planning of training
 - Conducting training for people who carry out work

I could learn the work procedures practically through giving lectures on quality checking and operating the skills competition. Also, I realized the difficulties and importance to teach repeatedly the purpose and method of quality checks until the people of Thailand STB who attend lectures can understand.

3. Future goals

I want to teach the knowledge and teaching methods obtained from this training not only to people in our company, but also to our suppliers, and incorporate the STB education into the skill map (education program according to position) which would be utilized permanently.

Also, I aim at establishing and improving the education system, so the educational level increases without interruption.

4. My destination

I want to apply what I have learnt in the JAVADA program to education, and make every effort to spread the knowledge to people including those of our suppliers in Thailand, so that the quality of products, not only in our company but also in Thailand, will be the highest.

We ask for your continuing support for our activities.

I am very glad that I was given a good opportunity to receive training in Japan.

I was taught the entire curriculum repeatedly until I could understand completely, from the preparations for holding the skills competition in our company to the operation procedures of the competition and evaluation and review of the results, and that includes reflection on the past. The instructors also taught me the skills needed to be a good instructor, how to contact the participants when education starts and how the understanding and interest of the participants will change according to the teaching. I also made many good friends. I think there is really not much difference between what I have learnt and the work in workplaces in Thailand.

In some work places, the content of training may not be directly applied to the actual work. In my case, my work is maintenance, and the screw tightening operation instructed this time is important work, and related to the repairs and adjustment of machines. I think this has much to do with the work in each section. For example, how to do screw tightening correctly according to the basics when adjusting machines in the preparatory stages in the production section, and how to use and read the torque wrench in QA and QC sections are also related to the contents of the training.

The training was within a relatively short time period and there is a language gap, but it was a valuable experience that can't be forgotten. I want to spread what I have learnt throughout our work place in Thailand.

I hope the JAVADA program will help us receive training continuously in Japan and give us a good advice and support in holding the skills competition.



Report of JFY 2008 - Skill Assessors Training

Fourteen Committed Partners conducted the Skill Assessors Training and a total of 55 people took the training.

Committed Partners List

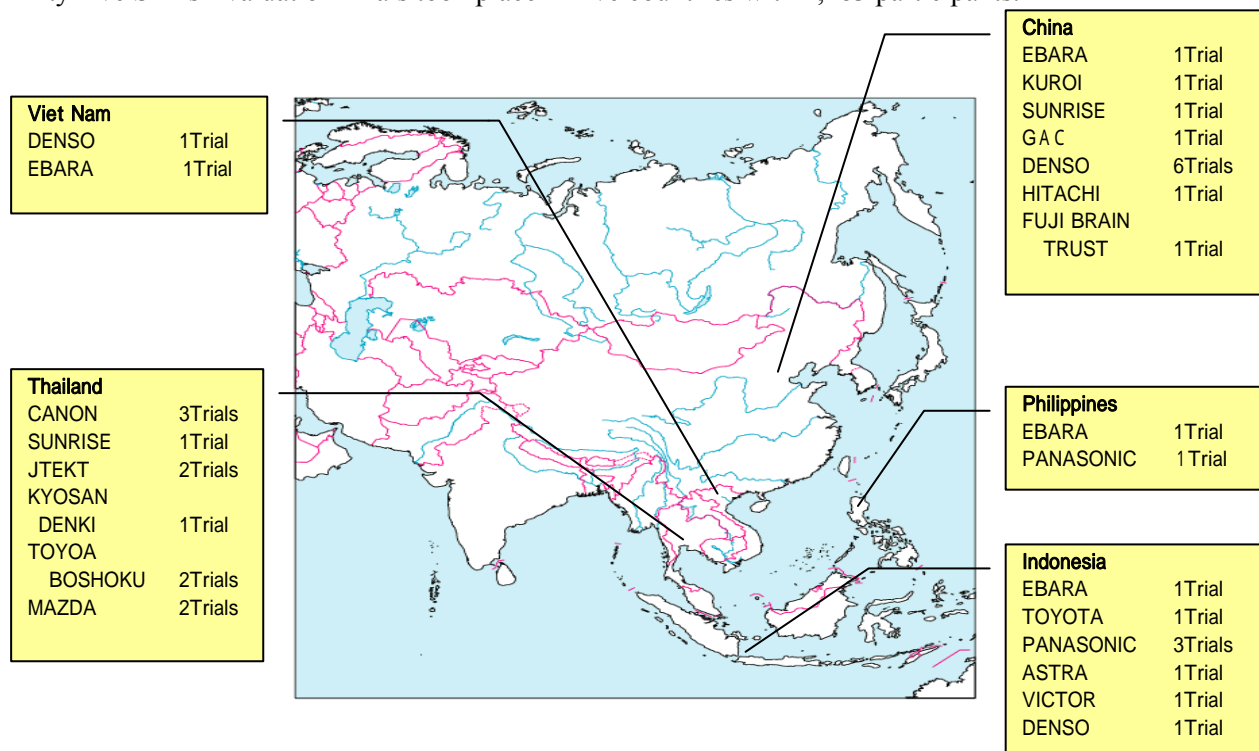
Company	Company
EBARA CORPORATION	NISSAN MOTOR CO., LTD.
KYOSAN DENKI CO., LTD.	VICTOR COMPANY OF JAPAN CO., LTD.
SUNRISE INDUSTRY CO., LTD.	HITACHI, LTD. HITACHI WORKS
JTEKT CORPORATION	FUJI BRAIN TRUST CO., LTD.
GAC CORPORATION	PRONICS CO., LTD.
DENSO E&TS TRAINING CENTER CORPORATION	PANASONIC CORPORATION, HUMAN RESOURCES DEVELOPMENT COMPANY
TOYOTA BOSHOKU CORPORATION	MAZDA MOTOR CORPORATION
Total 14companies	

The number of participants by country

Country	Persons	Country	Persons
Indonesia	12	Philippines	5
Thailand	23	Viet Nam	1
China	14		
Total: 55 persons			

Report of Fiscal 2008 – Skills Evaluation Trial

Thirty-five Skills Evaluation Trials took place in five countries with 2,483 participants.





“Certification Scheme of Qualified Skill Assessors” (tentative name) would be introduced as a system to guarantee the reliability of the Skills Evaluation Trials. In the scheme, Skill Assessors are evaluated and judged objectively as to whether or not they implement the Skills Evaluation Trials properly, and when it is regarded as satisfactory, they will be certified as Qualified Skill Assessors.

Before certification, the candidates take the prior class for Qualified Skill Assessors and learn the duties of skill assessors and the know-how concerning operations.

Next, the actual operation by skill assessors of the Skills Evaluation Trial is carefully observed and evaluated using check sheets in each phase of preparations, execution, and marking. Subsequently a hearing takes place and the candidates are asked about potential problems or foreseeable risk during the operation of the test and they must answer how to deal with such problems.

The on-site inspection of the certification scheme was conducted in Thailand in fiscal 2007 and Indonesia in fiscal 2008. Here, I will introduce the outline of the on-site inspection in Indonesia where the Skills Evaluation Trials for Indonesia’s National Skills Test, Equipment Maintenance-grade 3 took place.

The examinees (=skill assessors) were eight people from TOYOTA, Matsushita-Gobel, EPSON, Panasonic, EBARA and DENSO.

The participants in the trial are 48 people including those from local companies. It was impossible to conduct the test at one time due to the lack of the materials. So, it was conducted by four separate groups; in the morning and afternoon of two days.

The points for judgment this time are as follows:

- (1) the achievement of the prior class for Qualified Skill Assessors;
- (2) “fair and equitable” operation of the test; and
- (3) that all the four groups take the test under the same conditions in every aspects.

The tests were carried out almost as planned, paying close attention to the operations from preparations to execution and marking, and there were no major problems. Specifically, I think it led to a good result, where all skill assessors gathered before the start and after the finish in each phase of preparations, execution and marking, and conducted the pre-adjustment on the confirmation of the necessary arrangements and any matters for concern.

The Master Skill Assessors (Mr. Abe and Mr. Suzuki of DENSO E & TS TRAINING CENTER CORPORATION) checked all 85 items in preparations, execution and marking in order, using check sheets. The result was that a “good” rating was achieved for 81 items, which is a far higher evaluation than expected, and we recognized that all eight skill assessors were qualified and at a certifiable level.

The skill assessors said they operated the test, faithfully practicing what they had learned at the prior class and with fairness and equitability in mind. They also said that the text used in the prior class was very easy to understand because it introduces the points for operations using photography and pictures. So, we could confirm the effectiveness of the prior class for Qualified Skill Assessors and the text.



Observers from companies told us that the certification scheme would be very effective in enhancing the motivations of skill assessors as well as in establishing the fair and equitable operation of tests. We obtained their approval for the system and at the same time, we were asked to continue with the promotion of the system.

In order to establish the Certification Scheme of Qualified Skill Assessors, my SESPP committee will work for fostering “Master Skill Assessors” in each country, who are competent to examine skill assessors.



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

Edited and published by SESPP Forum

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