

Forum

Issued March 2011, No. 8

Contents

Nine years have passed since the Skills Evaluation System Promotion Program started in 2002, and in those nine years nearly 1,000 Skills Assessors have been fostered in the industrial worlds of each country.

In addition to this, in Indonesia, a test based on Japan's National Trade Skill Test has been conducted as a national test on an ongoing basis.

In Vietnam, full introduction of the National Trade Skill Test is scheduled to start soon.

Report on the Workshop on Skills Evaluation Method (Japan)	P. 2
Vietnam/Report on the Workshop on Skills Evaluation Method	P. 3
Indonesia/Report on the Skills Assessor Training in Indonesia	P. 4
Thailand/Report on the Skills Evaluation Trial	P. 5
Example of Skills Assessor Training/ Skills Evaluation Trial	p. 6
Summary of Skills Assessor Training/ Skills Evaluation Trial	p. 7
Thailand/Report on the Public-Private Joint Meeting	p. 8

- In **Indonesia**

Last September, we sent a skill master to conduct a workshop for skills assessor of the National Skill Test. A skill master Mr. Abe of Denso E&TS Training Center gave guidance. (See page 4 of this newsletter)

- In **Vietnam**

In December last year, the Workshop on Skills Evaluation Method for "Electronic Devices Assembling Work" was held at Da Nang Vocational College, Da Nang City. We would like to express our gratitude to Mr. Kagohashi of Mitsubishi Electric Corporation and Mr. Higuchi of Hitachi, Ltd. for their guidance. (See page 3 of this newsletter)

- In **Thailand**

On 22-24 February this year, the Workshop on Skills Evaluation Method was held at the Skills Development Institute of the Department of Skill Development (DSD), Ministry of Labour, for the purpose of training National Trade Skill Test Commissioners. Twenty-eight people participated in this workshop. We would like to express our gratitude to Mr. Nakamura of Nishihara Engineering Co., Ltd. and Mr. Shiokawa of DAI-DAN Co., Ltd. (See page 5 of this newsletter)

Also, a joint meeting, attended not only by 20 participants from Thai DSD and Committed Partners in Thailand, but also by representatives of the government of member countries of SESPP that participated in the ASEAN Skills Competition, was held in November last year to exchange useful information. (See page 8 of this newsletter)

Workshop on Skills Evaluation Method (Japan)

Attended by 30 trainees from 7 countries, the Japan Vocational Ability Development Association (JAVADA) held a Workshop on Skills Evaluation Method, “Plumbing for a Plant and Cooling and Air Conditioning Equipment Installation” in Tokyo over the eleven-day period from 20 to 30 October, 2010. Trainees learned about the National Trade Skill Testing & Certification System, the assignments of National Trade Skill Test, and marking method. Mr. Tadashi Usui of Usui Water Industry Ltd., Mr. Yoshio Nakamura of Nishihara Engineering Co., Ltd., and Mr. Katsutoshi Shiokawa of DAI-DAN Co., Ltd. supervised the Workshop, “Plumbing for a Plant” and conducted the teaching; meanwhile, Mr. Hideaki Izawa of Japan Association of Refrigeration and Air-Conditioning Contractors and Mr. Naoki Nakamura of Saitama Prefectural Chuo Technical Professional School were in charge of the Workshop, “Cooling and Air Conditioning Equipment Installation” and conducted the teaching.

In the first half of the workshop, the trainees visited the 48th National Skills Competition in Kanagawa and were briefed by the chief experts of each skill category about the assignments. For them it turned out to be a profitable on-site training opportunity.

In addition to this, they visited Saitama Chuo Technical Professional School and TAK Manufacturing Co., Ltd. and were briefed about the National Trade Skill Testing & Certification and human resource development activities at each place of business.



Workshop on Skills Evaluation Method (Vietnam)

The Workshop on Skills Evaluation Method for “Electronic Devices Assembling Work” was held during the three-day period from 15 to 17 December, 2010 at Da Nang Vocational College, Da Nang City, Vietnam by the Ministry of Labour, Invalids and Social Affairs (MOLISA) and JAVADA. In this workshop, thirty-two people, including teachers of vocational training schools from all over Vietnam, learned the test project and skills evaluation methods.

In this workshop, in addition to enjoying the lectures given by Mr. Akihiko Kagohashi of Mitsubishi Electric Corporation and Mr. Yoshihiro Higuchi of Hitachi, Ltd., participants engaged in group discussion and presentation, based on the test project proposed by the Vietnamese side, trying to improve and make them more appropriate for an assignment in skills test.

Since the Vietnamese government is about to introduce National Trade Skill Testing & Certification, many concerned parties in this workshop not only kindly gave us such positive comments as “This workshop was really worthwhile,” but also requested us to organize similar workshops in the future.

[Comments from Mr. Kagohashi, the instructor]

Although it is important to set up a task for skills test, I think it is equally essential to educate trainers of training.

If there is an opportunity for me to do something in the future, I would like to do my best for the mutual development of both countries because I consider Vietnam to be an important country for Japan in terms of economic development as well.

[Comments from Mr. Higuchi, the instructor]

I think it is necessary to clarify the targets, etc. of national certification. I think it would be good if that could be rolled out gradually, step by step.

The Vietnamese government and the participants were very keen to the extent that, I thought, by the end of the last exercise they understood everything, including our intentions. In addition, I was very impressed by those participants who put forward their sound opinions as well as their enthusiastic attitude overall. If I have an opportunity for cooperation in the future, I would like to participate again for the sake of mutual development.



Skills Assessor Training in Indonesia

We conducted local Skills Evaluator Training (to train Indonesian National Skill Test Commissioners) over the four-day period from 20 to 23 September, 2010 at Panasonic Manufacturing Indonesia, Jakarta, Indonesia. In this training, each Indonesian National Trade Skill Test Commissioner (who had completed Skills Assessor Training in Japan), being the instructor of one of the three skill categories (die finishing, equipment maintenance, and machine inspection), was in charge of preparation and management of test, and assessment/certification of eight participants (from Toyota, Denso, Panasonic, and ASTRA). From Japan, we sent Mr. Yoshio Abe (Principal of Denso Technical College) as a skill evaluation master, asking him to assess “the capability of the three instructors” and “function of eight participants as an assessor (to maintain fairness, equitability, reliability, and transparency in conducting the test).”

The following is the program:

(1) Monday, 20 September:

- (a) The skill master conducted ex ante adjustment with three local instructors regarding “training schedule” and “paperwork.”
- (b) The local “Skills Assessor Training” was conducted (follow-up and evaluation of the course).
- (c) “Subjective marking and its risk” exercise (implementation of subjective marking using Origami/paper folding).

(2) Tuesday, 21 September:

- (a) Exercise of marking of the assignment of practical skills test (marking of grade 3 practical skills test was conducted using actual materials).
- (b) Guidance on the details of “Implementation Manual” (briefing on the purpose and method of use of test-related materials).
- (c) Paperwork practice (participants answered Question 1-6).
- (d) Paperwork checking (instructors and lecturer checked the details of entry).

(3) Wednesday, 22 September:

- (a) Paperwork presentation (each participant gave a 10-minute presentation, followed by a question & answer session and a review).
- (b) Assessment meeting to certify the participants (instructors and lecturer had discussion about whether or not they should certify the candidate).
- (c) Review/Closing ceremony/Certification of successful completion.

[Result of the training (comments of the skill master)]

We assessed the eight participants (assessors) to be up to the target level and awarded each of them a certificate of completion.

Although this was our first attempt to train “assessors” by way of training in member country, I feel, in conclusion, that it was very successful. In particular, I feel positive about the fact that Bambang (Toyota), Noban (Denso), and Amlu (Panasonic), who already had experience as assessors, worked as instructors and took on the teaching to guide eight assessor candidates, because this not only helped the training of the candidates, but also resulted in the improvement of skills of the three instructors to discharge their duties as well as improvement of their teaching skills.

Currently one of the challenges of the Skills Evaluation System Promotion Program is said to be “localization of skill master.” In this context, I feel that by employing the training framework used this time we can train skill masters more speedily. I would like to propose that we try to promote localization of skill masters as early as possible by horizontally applying this training model to those involved countries in the future.

As for the way we conducted this training, I feel it was good that we incorporated practical exercises, etc. in the classroom lecture course, because it made the course more interesting to the participants, resulting in training in better understanding and awareness. In the future, we would like to try to make the program more effective by possible use of better/more effective photos and animations.

<Participants>



Skills Evaluation Trial (Thailand)

Attended by 28 participants (instructors of the Institute for Skill Development, DSD, and other skilled workers of private enterprises), the Department of Skill Development (DSD), Ministry of Labour and JAVADA held the Skills Evaluation Trial at DSD Nakorn Ratchasima Institute for Skill Development for the purpose of improving skills evaluation method in relation to Thai National Trade Skill Test “Plumbing for a Building” during the three-day period from 22 to 24 February, 2011.

Prior to the trial, the staff of DSD gave a briefing on the test assignments for Thai skills test “Plumbing for a Building,” while instructors from Japan, Mr. Yoshio Nakamura of Nishihara Engineering Co., Ltd. and Mr. Katsutoshi Shiokawa of DAI-DAN Co., Ltd., gave a briefing on Japanese skills test “Plumbing for a Building” in terms of test preparation, test projects, and marking method as well as the situation regarding implementation of the test. After that, the five participants sat for a mock Thai National Trade Skill Test Grade 2 Practical Skills Test “Plumbing for a Building” followed by measurement of the size and marking by Thai test commissioners. Based on the above, Mr. Nakamura and Mr. Shiokawa presented their ideas for improvement concerning the content of the test project, marking/assessment, and so on.

[Comments on Skills Evaluation Trial in Thailand]

Mr. Nakamura, Nishihara Engineering Co., Ltd.
Mr. Shiokawa, DAI-DAN Co., Ltd.



We participated in the Skills Evaluation Trial held at the DSD Institute for Skill Development located at Nakorn Ratchasima Prefecture (Region 5), Thailand, during the three-day period from 22 to 24 February, 2011. The objective of our participation this time was to give instructions and advice as to how to improve the test projects and marking/assessment of the Thai National Trade Skill Test “Plumbing for a Building” by inspecting the mock Thai National Trade Skill Test Grade 2 Practical Skills Test “Plumbing for a Building,” prepared 25 years ago, and the marking.

Having participated, as lecturers, in the Workshop on Skills Evaluation Method (attended by 30 trainees from seven target countries of this program), whose topic was Japanese Trade Skill Test “Plumbing for a Building,” held in Tokyo in October last year, we two were interested in and wanted to know more about the National Trade Skill Test “Plumbing for a Building” of Thailand, which was one of the participating countries of the workshop mentioned above. Based on our participation in the conduct and marking of this mock Grade 2 Practical Skills Test “Plumbing for a Building” attended by Thai participants, we would like to recommend the following improvements:

[Practical Skills Test]

- (1) To shorten working time of test project (* current test time: 7 hours)
- (2) To reduce the costs of materials for the test

[Marking/Assessment improvement plan]

- (1) Implementation of “fair” and “equitable” marking by a team of three National Trade Skill Test Commissioners
- (2) Creation and preparation of marking criteria, marking sheet, marking tabulation table, etc.

[Others]

- (1) Creation of “Test Implementation Manual” (* to set out environment of the test place, test procedures, equipment standards, things to be noted, etc.) for the implementation of “fair” and “equitable” testing.
- (2) Introduction of “paper test” to assess the skill of optimum use of materials when doing piping work.

Last but not least, we sincerely hope that our recommendations would be of some use for the improvement of Thai Skills Test “Plumbing for a Building” and further for the development of the Thai National Trade Skill Test.

Example of Skills Assessor Training / Skills Evaluation Trial (JTEKT Corporation)

JTEKT Automotive (Thailand) Co., Ltd. is a company that manufactures automotive parts such as steering systems and driveline components. Keeping pace with its increased production volume and number of employees, the management had strongly desired human resource development and self-sustainability; so much so that we decided to start participating in the Skills Evaluation System Promotion Program implemented by JAVADA because the program has a good cycle of training, skills test (competition), evaluation, and training.

1. Skills Assessor Training

We started “Skills Assessor Training” in 2003 for the job trades, “Measurement Skill,” “Machining,” and “Machine Maintenance.” We started with training instructors for the three trades mentioned above. So far, 17 employees have completed the training and are active as local instructors/members of the organizing committee of a competition.

(1) Content

Based on the skills and assessment of the National Skill Test and Certification, we have been conducting the training with a sense of purpose while trying to improve skill level step by step in a training course that includes related knowledge/skills such as safety and 4S.

- The first stage is to improve skills and motivation
- The second stage is to train instructors in the workplace
- The third stage is to develop the capability to plan the competition, along with skills and ability to evaluate

(2) Target persons

From those who have completed the Skills Assessor Training, we choose people who have performed well in the competition and whom we consider able to become good instructors.

(3) Job Trade/Number of participants/Period

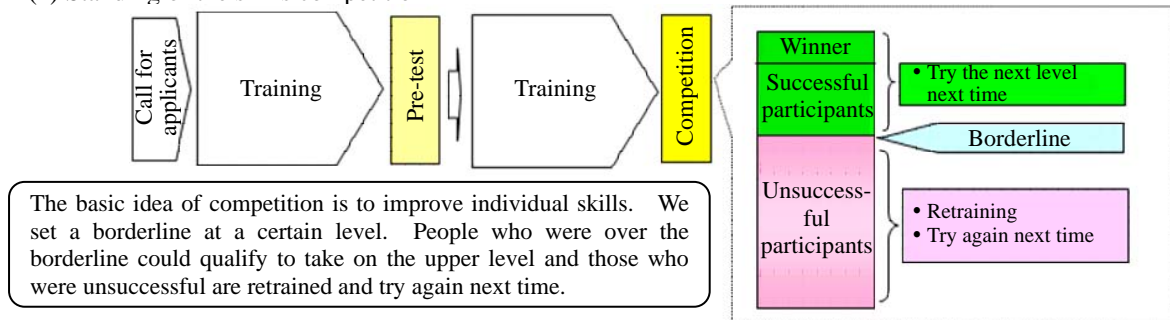
“Machining” and “Machine Maintenance,” two persons per year, 60 days

2. Skills Evaluation Trials

Initially, it was too early for us to plan “Skills Evaluation Trials.” However, we came to have a better understanding of evaluation methods and criteria by making comparison and evaluating the training sessions while we continued to organize them.

Then, with the help of local Japanese supporters (who had passed the skills test), we started to organize “Skills Evaluation Trials” in a form of competition in the third year after we started to participate in Skills Assessor Training session held in Japan. By FY2010, we had organized it 10 times involving a total of 1,540 participants.

(1) Standing of the skills competition



(2) Skill category & level and implementation status

Skill Category	Class	2006.2	2006.11	2007	2008	2009	2010
1) Quality check	Basic	New	○				
	Expert		New				
2) Maintenance	Basic		New	○			
	Expert			New	○		
3) Lathe Work	Level 3				New	○	
	Level 2					New	

Instructors are trained in Japan with an eye on starting Lathe Work level 1, a new course, in FY2012

(3) Qualification to participate

- 1) Anyone can participate in the basic class.
- 2) To attend the expert class, you need to complete the basic class.
- 3) To attend the Lathe Work level 3, you need to complete the Quality Check expert class.

With the participants assessing this program in a positive manner, saying that they had gained confidence in giving instructions and planning/evaluating a competition by learning from and observing actual training, testing, and creative manufacturing (*monozukuri*), the program has been producing steady results. I felt a sense of reassurance when I saw the participants confidently showing what they had been doing to invited affiliates from Indonesia, Malaysia, The Philippines, and India at the 10th competition, a commemorative occasion, held in January this year.

People who observed the competition were very impressed, saying “It is wonderful!” or “Next fiscal year, our company would like to hold it.” In particular, the affiliates from India were keenly engaged in discussion, asking about the contents and methods of training in Japan.

In the future, together with adding more job trades, we would like to create a framework of both a competition format and a test format that we can use and create an environment where we can try to improve by learning from others through exchange not only within the company, but with other companies as well, and cooperate with regions of emerging countries.



Skill Assessors Training in JFY2010

A total of 34 participants will be invited to the training in 9 companies.

Company List

Company	Company
EBARA CORPORATION	NT SEIMITSU CO., LTD.
KYOSAN DENKI CO., LTD.	JTEKT CORPORATION
SEIKO EPSON CORPORATION	DENSO E&TS TRAINING CENTER CORPORATION
TOYOTA BOSHOKU CORPORATION	VICTOR COMPANY OF JAPAN CO., LTD.
PANASONIC CORPORATION, HUMAN RESOURCES DEVELOPMENT COMPANY	
Total 9 companies	

The number of participants by country

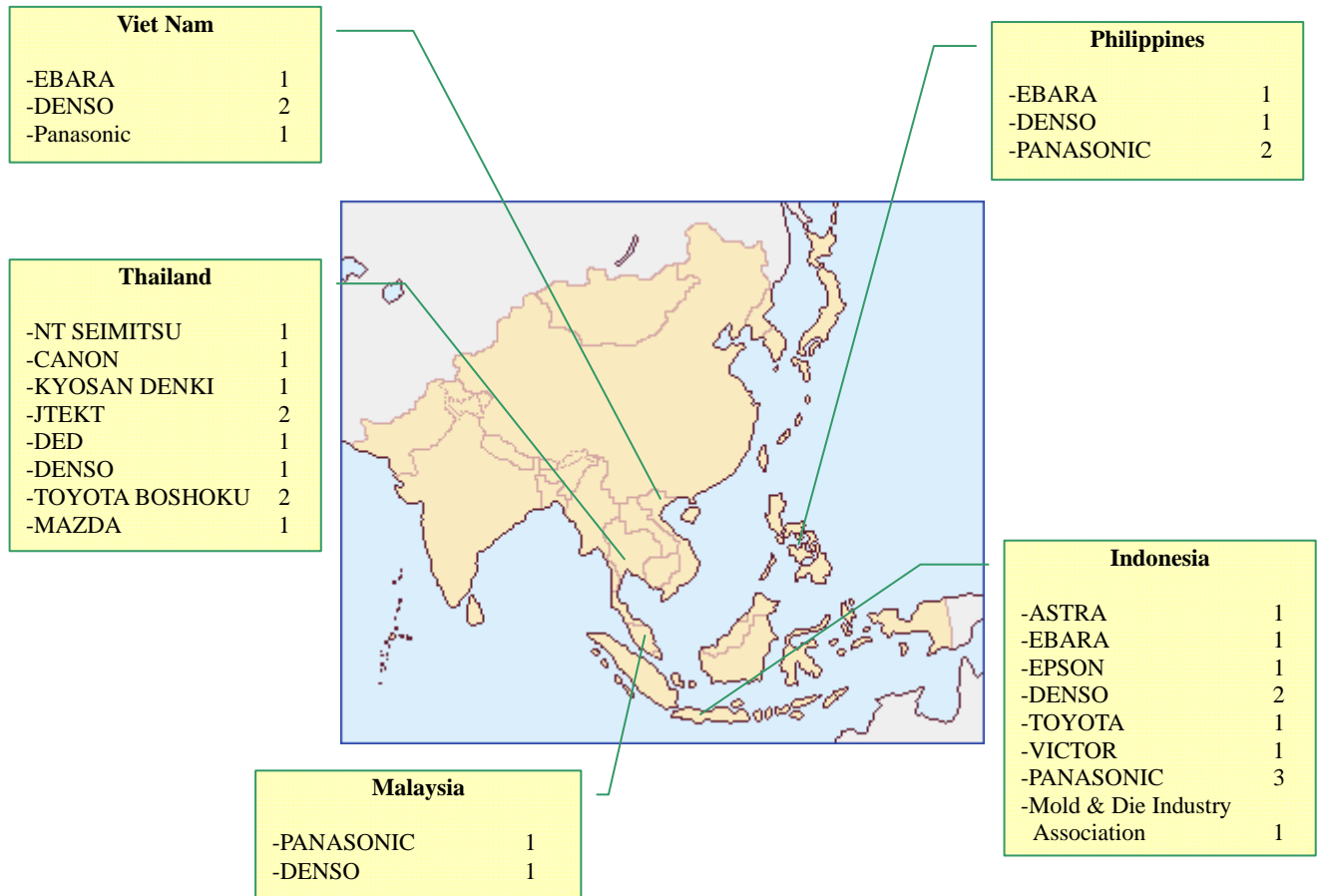
Country	Persons	Country	Persons
Indonesia	11	Thailand	9
Philippines	3	Viet Nam	4
Malaysia	7		
Total 34 persons			



Skills Evaluation Trial in JFY2010

Thirty-one Skills Evaluation Trials took place in five countries.

(Unit: Trial)



Public-Private Joint Meeting (Thailand)

The Public-Private Joint Meeting in Thailand was held on November 23, 2010 at the venue of the 8th ASEAN Skills Competition (the IMPACT International Exhibition & Convention Centre).

In addition to 20 participants from Thai Department of Skill Development and Committed Partners in Thailand, we were honored by the presence of government representatives of member countries of the SESPP that had participated in the ASEAN Skills Competition.

At the beginning of the meeting, Mr. Nakano, the Deputy Director of the Overseas Cooperation Division, Ministry of Health, Labour and Welfare, asked all those concerned to understand and cooperate with the endeavor to make the Skills Evaluation System Promotion Program more effective. In the meeting, we presented a good example of localization of Skill Assessor Training, reported examples of effective use of Thai National Trade Skill Testing & Certification System by the industrial world, and then had some discussion.

From now on, with the help of the Thai Government, we are going to send information concerning concrete procedures to the Committed Partners, in relation to the promotion of Certification System of in-house Testing within the framework of the Thai National Trade Skill Testing & Certification System.

I would like to take this opportunity to express our gratitude to all concerned parties, particularly Mr. Nakohn, the General Director of the DSD, for helping us to organize this meeting. Thank you very much.



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

Edited and published by SESPP Forum

Contact: Akimoto
Japan Vocational Ability Development
Association (JAVADA)
Skill Promotion Division,
International Cooperation Department

11th floor, Nishi Shinjuku Kimuraya Bldg.,
7-5-25 Nishi Shinjuku, Shinjuku-ku, Tokyo
160-8327,
Japan

TEL 03-6758-2854 FAX 03-3365-2717

URL <http://www.kokusai.javada.or.jp>

e-mail hi-akimoto@javada.or.jp