

Skills Evaluation System Promotion Program SESPP Forum

Issued March 2012, No. 9

JAVADA has implemented Skills Evaluation System Promotion Program (SESPP) as a part of International Cooperation by ODA of Japan to support Asian industries for their skills evaluation system so as to be established and developed.

Since April of 2011, the SESPP extended its activities to 8 countries including the Philippines, Indonesia, Malaysia, Thailand, Vietnam, Cambodia, Laos and India.

The main activities of SESPP are as follows:

➤ Workshop on Skills Evaluation Method

Attended by practitioners from skills evaluation authorities and industries, the workshop takes place in Japan or in member countries to acquaint themselves with knowledge and know-how of producing skill standards and test projects.

➤ Skills Evaluation Training

Inviting skilled people nominated from industry to the committed partner companies in Japan or in their home country, they are well trained by Japanese experts to master the know-how on preparation, operation and making procedures of skills test.

➤ Promotion of Skills Evaluation Trials

The participants in the above Workshop and Training are expected to lead their skills evaluation trial with the support by industrial organizations and committed partner companies in their home country. It could be an evidence of their outcomes of the workshop and training.

➤ Recognition of Skill Assessors

The Skill Assessors Performance Recognition Committee of JAVADA has developed practical assessment method to verify the job performance of skill assessors in their trials. The master assessors dispatched from the Committee qualify them on site.

➤ Public-Private Joint Meeting

In each country, representatives from the public and private sector meet together and exchange ideas to further develop the Skills Evaluation System.

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● In India

In February 2012, the Trial of three skill categories (Machine Inspection (Quality Check), Screw Tightening and Soldering) took place with a technical support by Mr Sugimoto, Denso E&TS Training Centre.

● In Indonesia

In February 2012, a new project "Seminar on Skills Test in Indonesia" invited 7 delegates representing 7 member countries to Jakarta for 4 days, when National Skills Test of Indonesia took place. (See page 6)

● In Thailand

In February 2012, at Suratthani Institute for Skill Development in Southern Thailand, the Workshop & Trial on CNC Turning Level 2 along with job performance assessment of skill assessors are organized and supported by Mr Imagawa as an instructor from DENSO E&TS Training Centre, and Mr Yunoki as a Master Assessor assigned by JAVADA. (See page 8)

● In Cambodia and Laos

Cambodia and Laos paid much attention to the training of skill assessors for their future skills test. The training program, for the first time, took place for 2 days inviting 30 participants in each country with high spirit.

The program underlined the practical exercise by group so that they could find out the job performance required for skill assessors as well as the risk of subjective marking. It was highly appreciated by both partners. (See page 9)

● In the Philippines

In December 2011, the Trial of three skill categories (Printed Circuit, Machine Drawing and Electronic Complex) took place with a technical support by Mr Kimura and Mr Iwasaki from Panasonic.

The Workshop on Skills Evaluation Method chosen Osaka as a venue last July due to the disaster caused by earthquakes and Tsunami in north east Japan and also energy shortage.

We would like to take this opportunity to extend our gratitude to many overseas friends for their warm messages we received.

Summary JFY2011 on Skill Assessors Training

A total of 30 participants from 6 countries (Indonesia, Philippines, Malaysia, Thailand Vietnam and India) were invited to the training in five companies in Japan.

Company List

Company	Company
EBARA CORPORATION Skills: Machine Inspection, Turning	JTEKT CORPORATION Skills: Machine Inspection (Quality Check), Machine Drafting, Electrical Maintenance, Turning, CNC Turning, CNC Milling
SEIKO EPSON CORPORATION Skills: Turning, Milling	DENSO E&TS Training Centre Skills: Machine Inspection (Quality Check)
PANASONIC CORPORATION (HRD COMPANY) Skills: Machine Drafting, Machine Inspection, Mechanical & Electrical Measurement Control, Electronic Complex	
5 companies in total	

The number of participants by country

Country	persons	Country	persons
Indonesia	11	Thailand	7
Philippines	2	Vietnam	4
Malaysia	1	India	5
30 persons in total			

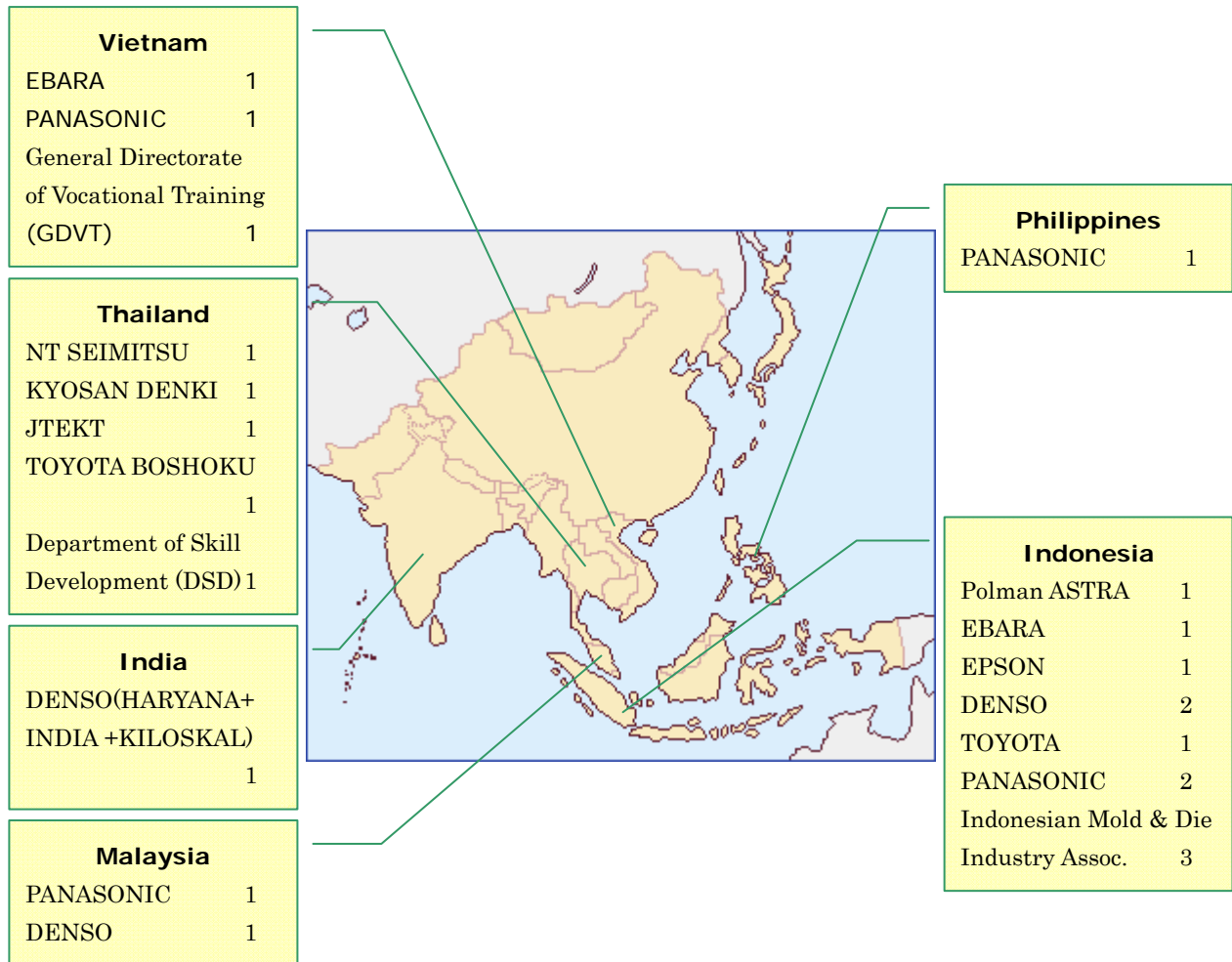
Summary JFY 2011 on Workshop on Skills Evaluation Method

Venues	Skills	persons
Ark Hotel Osaka	Plastics Molding Injection	7
	Machine Drafting	17
	Machine Inspection	16
40 persons in total		



Summary JFY2011 on Skills Evaluation Trial

The Skills Evaluation Trial took place 23 times in 6 countries.



Company	Company
EBARA Skills : Machine Inspection, Turning, Boring, Fitting, Foundry	JTEKT Skills : Quality Check(Products Inspection), Maintenance, Turning
EPSON Skills: Milling, Turning	DENSO Skills : Equipment Maintenance, Machine Inspection (Quality Check), Screw Tightening, Soldering
PANASONIC Skills : Machine Drafting, Printed Circuit, Fitting, Electronic Complex	TOYOTA Skills: Die Finishing
23 times in 6 countries	

Workshop on Skill Evaluation Method (Japan)

Attended by 40 trainees from 8 countries, the Japan Vocational Ability Development Association (JAVADA) held a Workshop on Skills Evaluation Method, "Machine Drafting, Plastics Molding Injection, Machine Inspection", at Ark Hotel in Osaka over the eleven-day period from 13 to 23 July 2011. Trainees learned about the National Trade Skill Testing & Certification System, the assignments of National Trade Skill Test, and marking method.

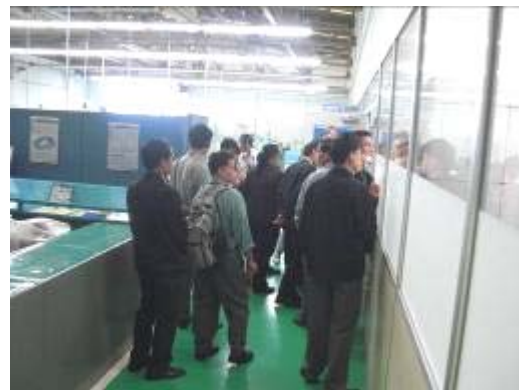
The Machine Drafting was supervised by Mr Tadaaki Shibuya (Hitachi Ltd.), Mr Shohei Yamamoto (Panasonic Corporation Home Appliance Company) and Mr Kazuyoshi Nakahara (Nissan Motor Co., Ltd.). The Plastics Molding Injection was conducted by a team of Mr Hiroshi Wakuzawa (Canon Inc.), Mr Hajime Suzaki (Komazawa Kasei Co., Ltd.) and Mr Shichiro Iida (All Japan Plastics Products Industry Association). The Machine Inspection was managed by Mr Masanori Yunoki (Ex-Member of Machine Inspection Committee).

The Program was composed of Plenary Session and followed by Technical Concurrent Sessions.

In the Study Visit Program, Tsurumi-Pla Co., Ltd., demonstrated the practical skill test of Plastics Molding Injection for trainees, and Higashi-Osaka Technical Vocational High School, Excedy Co., Ltd., and Panasonic Corporation welcomed the visit by trainees. All of the trainees found the Workshop and its study visit so beneficial for each.



—Machine Drafting —



—Study visit to Panasonic—



—Final report session by country—

Seminar on Skills Test in Indonesia

Seven Delegates from 7 countries (Philippines, Malaysia, Thailand, Vietnam, Cambodia, Laos and India), who are responsible for Promotion of Skills Evaluation Activities, were invited to Jakarta from February 6-9, 2012. They found the facts about Indonesian Skills Testing and Certification System and discussed how to utilize and develop the case of Indonesia in their home countries.

- Mon. 6 Feb. Visit PT TOYOTA Motor Manufacturing
Attend Opening Ceremony of National Skill Test of Die Finishing and Observation of the practical test
Lectures by Indonesian authorities and technical committee members
- Tues. 7 Feb. Visit PT EBARA
Observation of Trial for In-house Skills Test of Turning, Machine Inspection, Foundry
Visit PT DENSO and observation of NST Equipment Maintenance
- Wed. 8 Feb. Visit PT KMK Plastics Indonesia and observation of NST Surface Grinding
Visit ATMI Cikarang and observation NST Milling
Visit PT Panasonic and observation of Skill Assessors Training for NST Machine Inspection.
- Thurs. 9 Feb. Visit Polman ASTRA
Roundup & presentation by trainees and closing

Indonesian Skills Test has been steady developed over the last six years since its start along with the establishment of National Professional Certification Authority (BNSP) and Indonesia Mold & Die Industry Association (IMDIA). The delegates are expected to promote the training of skill assessors and to establish it as a system in their countries.

All of the participants remarked the result of the Seminar to be beneficial and finally the Seminar was seconded to keep going. Many of them wished the next Seminar to be held in their own countries. The logistics was fully supported by Polman ASTRA and Toyota Motor Manufacturing. The lectures were delivered by BNSP and LSP-LMI.

Special thanks go to IMDIA and Technical Committee of National Skills Test for well organized program.



**Report on Trial by Mr Tomoyuki Mizuta
& Mr kazuyuki Yoshie, SEIKO EPSON Corporation**

The 2nd and 3rd grade national practical skill test of Milling and Surface Grinding took place as a skills evaluation trial at Cikarang area near Jakarta, Indonesia during Feb.6-10, 2012. The Milling was held at the ATMI (Academy of Technical Machining Industry) Cikarang and the venue of Surface grinding was PT KMK Plastics Indonesia.

The core members of the practical test were those who have already completed the Skill Assessors Training held in Indonesia in 2009. It was the 3rd time for them to serve as skill assessors. The results are shown as below. Our immediate objectives are that the trials will run by local members only.

Milling

JFY	Candidates	Successful candidates	Assessors recognized by JAVADA
2009	14	2	5
2010	21	17	—
2011	16	※13	5

※Practical test only

Surface Grinding

JFY	candidates	Successful candidates	Assessors recognized by JAVADA
2009	8	3	5
2010	10	9	—
2011	10	※7	4

※Practical test only



Workshop & Trial for Skill Assessors in Thailand

The Department of Skill Development (DSD) and JAVADA co-hosted the Workshop & Trial for monitoring the practical test projects and marking criteria of Thai National Skills Test CNC Turning Level 2 at Suratthani Institute for Skill Development Region 11 from February 21-22, 2012. Attended by 20 observers from provincial institutes and private companies, skill assessors of three in a team worked for preparations- operations- marking, and a candidate demonstrated the practical works within 5 hours. Mr Tsutomu Imagawa, an expert of DENSO E&TS Training Center, clarified the distinctions to be different between Thailand and Japan in terms of skill requirements and the concept of the level of skills by grade. It was one of the outcomes of Trial for Thai participants to have recognized it necessary to be improved. On the other hand, Mr Masanori Yunoki, a master assessor of Skill Assessors Recognition Committee of JAVADA, evaluated the job performance of Thai skill assessors via observations, interviews and checking self-recorded sheet of performance in each stage of preparations-operations-marking.

Participants must have been aware that the Workshop & Trial underlined how to eliminate the weakness such as self-worth and unforeseen management in the skills test, and how to put the management for the sake of candidates into practices.



—Training session—

Skill Assessors Training in Cambodia and Laos

In **Cambodia**, attended by 30 trainers from provincial training institutes and private companies, the Ministry of Vocational Training and JAVADA co-organized Skill Assessors Training at Sunway Hotel Phnom Penh from December 12-13, 2011. Mr Yoshio Abe, a headmaster of Denso Training Academy, delivered lectures on fair operation of test with aid of Skills Assessors Training textbooks and prepared his handmade training materials for each to lead exercise on subjective marking. The materials stimulated participants and made the training effective. All of the participants and guests involved in the public-private joint meeting showed high expectations for the activities of SESPP to be continued for Cambodia.



In **Laos** as well, attended by 30 trainers from provincial training institutes and private companies, Ministry of Labour & Social Welfare and JAVADA held the Skill Assessors Training at Lane Xian Hotel Vientiane from February 24 – 25, 2012. The participants showed high interest and successfully completed the training. The lecturers from DENSO E&TS Training Centre, Mr Mitsuharu Koie and Mr Katsumi Suzuki remarked that the participants had reckoned with their assignments per se via exercise. All of the participants were invited to the public-private joint meeting and finally a strong request for continuous

support by SESPP was received.



SESPP Info-Net – a new arrival

The home page of JAVADA constructed a new site for viewing several textbooks of the Workshop on Skills Evaluation Method in Japan which had already been compiled.

The Textbooks are now available in English, Thai, Indonesia, Vietnam, Cambodia and Lao.

Please visit www.kokusai.javada.or.jp.



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