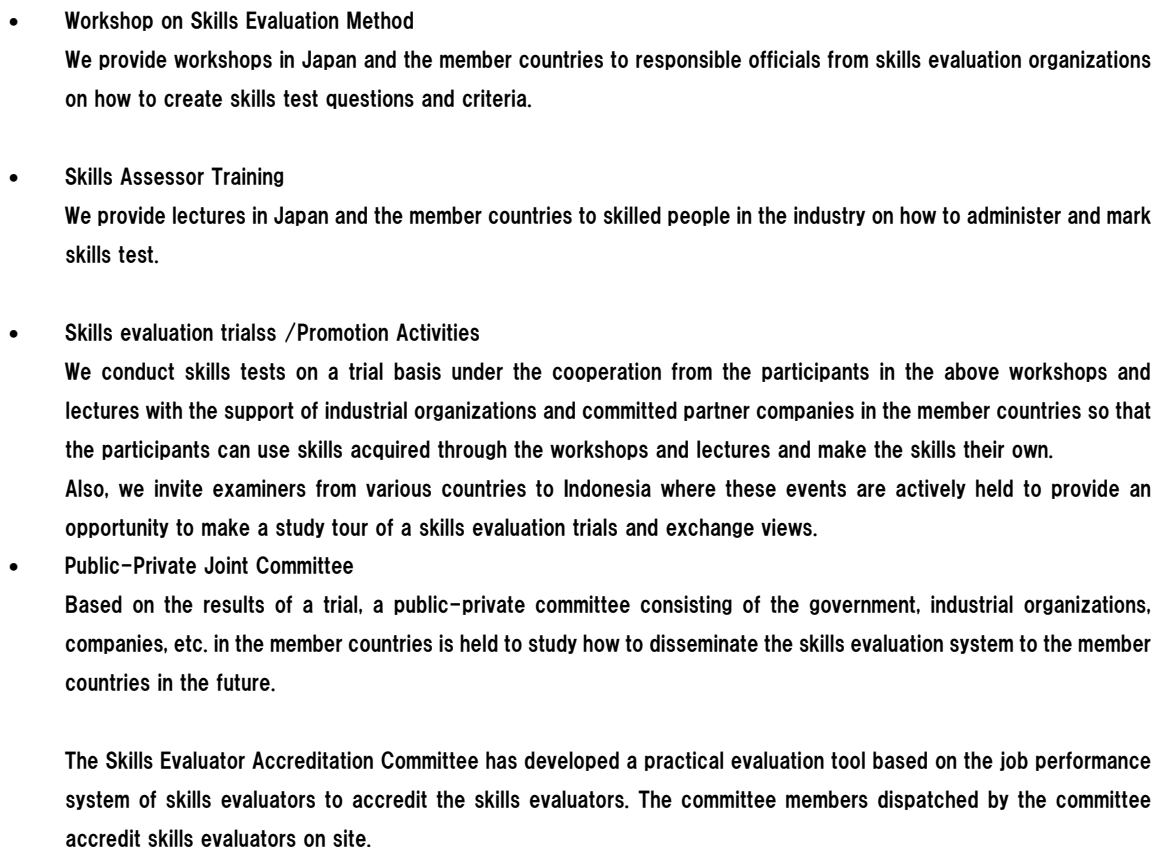


Forum

SESP

Issued on March 2013, No. 10

JAVADA has implemented a program to transfer and promote skills evaluation system including National Trade Skill Testing & Certification System and skills competitions as a part of international cooperation by ODA of Japan to improve the ability of skilled labor and support Asian industries. Since fiscal 2011, JAVADA has conducted the following activities in eight countries – the Philippines, Indonesia, Malaysia, Thailand, Vietnam, Cambodia, Laos and India.

- 
- **Workshop on Skills Evaluation Method**
We provide workshops in Japan and the member countries to responsible officials from skills evaluation organizations on how to create skills test questions and criteria.
 - **Skills Assessor Training**
We provide lectures in Japan and the member countries to skilled people in the industry on how to administer and mark skills test.
 - **Skills evaluation trials /Promotion Activities**
We conduct skills tests on a trial basis under the cooperation from the participants in the above workshops and lectures with the support of industrial organizations and committed partner companies in the member countries so that the participants can use skills acquired through the workshops and lectures and make the skills their own.
Also, we invite examiners from various countries to Indonesia where these events are actively held to provide an opportunity to make a study tour of a skills evaluation trials and exchange views.
 - **Public-Private Joint Committee**
Based on the results of a trial, a public-private committee consisting of the government, industrial organizations, companies, etc. in the member countries is held to study how to disseminate the skills evaluation system to the member countries in the future.
- The Skills Evaluator Accreditation Committee has developed a practical evaluation tool based on the job performance system of skills evaluators to accredit the skills evaluators. The committee members dispatched by the committee accredit skills evaluators on site.

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-TOPICS-

●In India

In February 2013, skills evaluation trials in the field of electric equipment assembly (sequence control) were carried out under the technical guidance of Mr. Yokoi from Denso E&TS Training Center Corporation. (See page 9.)

●In Indonesia

Eleven delegates representing seven member countries were invited to Jakarta to participate in a four-day study tour in November 2012 when the National Skills Test Trial of Indonesia was carried out. (See page 7.)

●In Thailand

In February 2013, skills evaluation trials in the field of electric equipment assembly (sequence control) were carried out under the technical guidance of Mr. Suzuki from Mitsubishi Electric Corporation. (See page 9.)

●In Malaysia

In February 2013, skills evaluation trials in the field of information network cabling were carried out under the technical guidance of Mr. Takeda from Information & Telecommunications Engineering Association of Japan with support from CIAST in Malaysia.

●In Cambodia and Laos

In January 2013, a Skills Assessor Training was provided in Cambodia to eight Laotians and 12 Cambodians. Part of the lesson equivalent to Grade 3 in the field of electric equipment assembly (sequence control), machine assembly finishing, lathe work, and milling work was used in this lecture.

Around the same time, a skills evaluation trials in the field of information network cabling was carried out for the first time in Cambodia and Laos under the technical guidance of Messrs. Toda and Uemura from Information & Telecommunications Engineering Association of Japan with support from TELECOM CAMBODIA and ETL, local information and telecommunications organizations (See page 8)

●In the Philippines

In February 2013, skills evaluation trials in the field of electric equipment assembly (sequence control) were carried out under the technical guidance of Mr. Sugimoto from Denso E&TS Training Center Corporation.

●In Vietnam

In December 2012, skills evaluation trials in the field of lathe work were carried out under the technical guidance of Mr. Kifune from Denso E&TS Training Center Corporation. (See page 8.)

 Summary of JFY2012 Workshop on Skills Evaluation Method Provided in Japan (55 participants from eight countries)

Venue	Job	No. of participants
TOKO HOTEL in Gotanda 1 st session	Information network cabling	13
	Electric equipment assembly (sequence control)	15
HIDA in Senjuohashi 2 nd session	Finishing (machine assembly finishing)	9
	Machining (ordinary lathe work)	9
	Machining (milling work)	9
A total of 55 participants		

 Summary of JFY2012 Skills Assessor Training in Japan (51 participants from eight countries) List of committed partners

Company	Company
EBARA CORPORATION: 3 people Job: Lathe work, machine assembly finishing	JTEKT CORPORATION: 4 people Job: Lathe work, electric equipment assembly (sequence control), machining (lathe work, milling work)
SEIKO EPSON CORPORATION: 4 people Job: Lathe work, milling work, plane grinder	DENSO E&TS TRAINING CENTER CORPORATION: 5 people Job: Electric equipment assembly (sequence control)
HUMAN RESOURCES DEVELOPMNT COMPANY of PANASONIC CORPORATION: 6 people Job: Mechanical drawing, electric equipment assembly (sequence control), lathe work	FUJI ELECTRIC CO., LTD.: 2 people Job: Electric equipment assembly (sequence control)
MITSUBISHI CORPORATION: 5 people Job: Electric equipment assembly (sequence control)	TOYOTA MOTOR CORPORATION: 2 people Job: Milling work
Information & Telecommunications Engineering Association of Japan: 20 people Job: Information network cabling	
A total of 51 participants from nine companies	

Number of participants by country

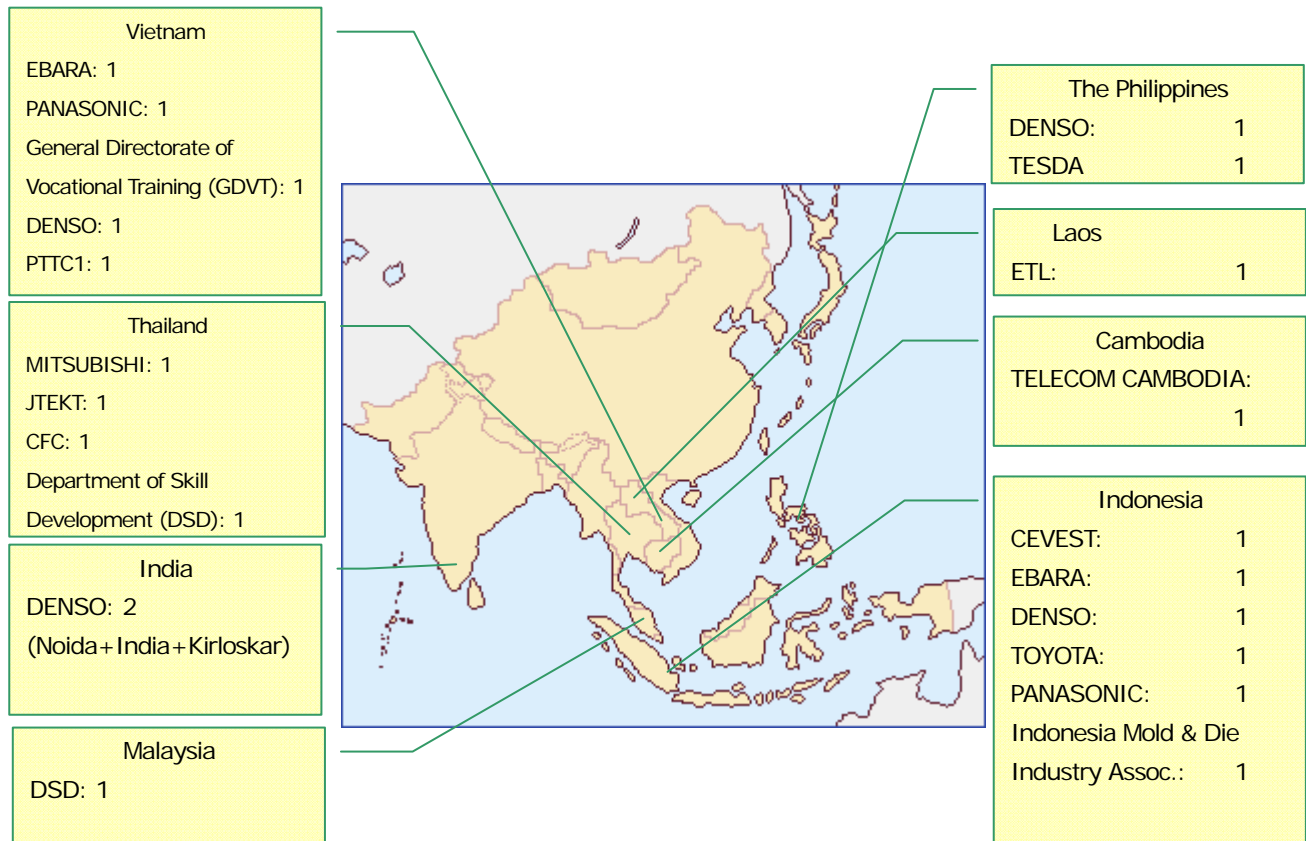
Country	No. of participants	Country	No. of participants
Indonesia	13	Thailand	10
The Philippines	4	Vietnam	10
Malaysia	4	India	4
Cambodia	3	Laos	3
A total of 51 participants			

 Summary of JFY2012 Workshop on Skills Evaluation Method/ Skills Assessor Training in Member Countries

Country	Job	Committed partner	No. of participants	
			Workshop on Skills Evaluation Method	Skills Assessor Training
Indonesia	Metal mold finishing	TOYOTA MOTOR CORPORATION	10	10
	Machine maintenance	DENSO E&TS TRAINING CENTER CORPORATION	7	
	Milling work	Indonesia Mold & Die Industry Assoc		10
	Plane grinder			9
Thailand	Refrigeration and air conditioning equipment installation	Department of skills Development and Employment, Ministry of Labour (DSD)	12	10
	Electrical work		15	12

Cambodia (Laos)	Sequence control	National Polytechnic Institute of Cambodia(NPIC)		3 (C), 2 (L)
	Machine assembly finishing			3 (C), 2 (L)
	Lathe work			3 (C), 2 (L)
	Milling work			3 (C), 2 (L)

 Summary of JFY2012 Skills evaluation trials (22 sessions in eight countries)



Company	Company
EBARA: Indonesia and Vietnam Job: Mechanical inspection, machining (lathe work), machining (drilling machine), machine assembly finishing, iron castings	DENSO: India, the Philippines and Vietnam Job: Machine maintenance (electric system maintenance), electric equipment assembly (sequence control)
EPSON: Indonesia Job: Milling work, lathe work, plane grinder	TOYOTA: Indonesia Job: Metal mold finishing
PANASONIC: Indonesia and Vietnam Job: Electronic equipment assembly (printed circuit board assembly)	MITSUBISHI: Thailand Job: Electric equipment assembly (sequence control)
JTEKT: Thailand Job: Mechanical inspection (quality check), maintenance, machining (lathe work)	
A total of 22 sessions in eight countries	



Workshop on Skills Evaluation Method in Japan

1st session

The Japan Vocational Ability Development Association (JAVADA) provided a Workshop on Skills Evaluation Method in the fields of electric equipment assembly (sequence control) and information network cabling to 28 trainees from eight countries at Toko Hotel in Tokyo for a period of eleven days from August 27 (Monday) through September 7 (Thursday), 2012. The trainees learned how to create skills test questions and criteria. A lecture on electric equipment assembly (sequence control) was offered by Mr. Satoshi Uchiyama from Denso Corporation, Mr. Tsuyoshi Toeda from Fuji Electric Co., Ltd. and Mr. Makoto Tomita from Panasonic Corporation. A lecture on information network cabling was held by Mr. Yutaka Kurosawa from Fujikura Ltd., Mr. Michio Sagawa from Kyowa Exeo Corporation, Mr. Kiyoshi Nawata from Advanced Info-Communications Promotion Community, Mr. Toshihiko Honma from Sumitomo Electric Industries, Ltd. , and Mr. Toshifumi Sakamoto from Panasonic Corporation.

As a part of the information network cabling program, the trainees made a study tour of the Central Technology Training Center of Kyowa Exeo Corporation. They also visited Chiba Polytechnic Center and the Chiba Plant of Fuji Electric Co., Ltd. as a part of the electric equipment assembly program.

2nd session

JAVADA offered a Workshop on Skills Evaluation Method in the fields of machine assembly finishing and machining (ordinary lathe work and milling work) to 27 trainees from four countries at HIDA in Tokyo for ten days from November 26 through December 5, 2012. The trainees learned how to create skills test questions and criteria. A lecture on machine assembly finishing was held by Mr. Yoshio Abe from Denso E&TS Training Center Corporation and Mr. Kouji Masuda from Kanagawa Industrial and Technical Junior College. A lecture on the ordinary lathe work was provided by Mr. Toshio Sekiguchi from NSE Engineering Co., Ltd. and Mr. Kazuyuki Kichie from Seiko Epson Corporation and on the milling work by Mr. Minoru Hoshino from Polytechnic University and Mr. Tomoyuki Mizuta from Seiko Epson Corporation.

The trainees visited Fuji Electric Co., Ltd. to see its facilities. In addition, they sat in on a class at Omiya Technical High School and made a study tour of the facilities.



Study tour



Hands-on training (machine assembly finishing)



Sequence control



Information network cabling

Skills evaluation trials Study Tour in Indonesia

JAVADA invited to Indonesia eleven certifiers from seven member countries - the Philippines, Malaysia, Thailand, Vietnam, Cambodia, Laos, and India – to conduct a skills evaluation trials study tour for five days from November 12 through 16, 2012.

November 12 (Mon.): Visited PT Denso Indonesia to observe how to conduct machine maintenance and how to give marks.

November 13 (Tue.): Visited Toyota Motor Manufacturing Indonesia (TMMIN) to observe how to perform die finishing and how to give marks.

Observed the facilities of Astra Technical College. An example of training for skill test was given.

November 14 (Wed.): Visited Matsushita Gobel Institute to observe how to conduct a mechanical inspection and how to give marks.

November 15 (Thu.): Visited the Jakarta Convention Center to observe how to conduct information network cabling.

November 16 (Fri.): Visited Astra Technical College.

Summary, reporting, and closing sessions.

The objective of this study tour is to invite people responsible for promoting the skills evaluation system, as well as skills evaluators and other people in charge of skills evaluation, to Jakarta from seven member countries to acquaint them with the Indonesian national certification system, the implementation of skills evaluation trials and its results, and the cooperation system in the industrial world. A skills evaluation trials equivalent to Grade 2 was conducted around the same time in Indonesia. Indonesia is a country committed to implementing the skills evaluation system transfer promotion project.



Commencement ceremony



Study tour



Study tour



Presentation

Skills evaluation trials in Vietnam

Skills evaluation trial in the field of lathe work was conducted in Vietnam for four days from December 25 through 28, 2012 under the cooperation from JICA experts with support of MOLISA GDVT and HIVC. The participants in the Workshop on Skills Evaluation Method and Skills Assessor Training served as skills evaluators. DENSO E&TS Training Center Corporation dispatched Mr. Kifune as an instructor. This trial was a landmark in that not a Japanese-controlled firm but a local government-related organization took the initiative in implementing the trial and employees of Japanese-controlled firms took the examination, too. A trial conducted in March 2012 was intended for instructors. The skills evaluation trials were positioned as national certification because the instructors served as evaluators and the private-sector employees participated as examinees.



Before a theoretical test



Preparation for practical skills test

Skills evaluation trials in Cambodia and Laos

Skills evaluation trials in the field of information network cabling were conducted at Telecom Cambodia in Phnom Penh, Cambodia, for two days on January 16 and 17, 2013 and at ETL Public Company in Vientiane, Laos, for two days on January 21 and 22, 2013, respectively. They were the first skills evaluation trials in Cambodia and Laos. The skills evaluation trials were conducted under the cooperation of Telecom Cambodia, ETL Public Company, and Information & Telecommunications Engineering Association of Japan.



Rehearsal for practical skills test in Cambodia



Marking in Laos

Skills evaluation trials in Thailand

A skills evaluation trials in the field of electric equipment assembly sequence control was conducted at Mitsubishi Electric Automation (Thailand) Co., Ltd. for five days from February 4 through 8, 2013. After completing a Skills Assessor Training in Japan, employees of local companies affiliated to Mitsubishi Electric Corporation and people from Thai-Nichi Institute of Technology participated in the skills evaluation trials as evaluators.



Scene from the skills evaluation trials in Thailand

Skills evaluation trials in India

Skills evaluation trials in the field of sequence control were conducted at Denso India Ltd. on February 6, 2013. A Japanese grade-3 practical skills test was used as it is in a competition style. There were two skills evaluators and two participants. All of them work in the maintenance section. One of the evaluators was a participant in the Skills Assessor Training provided under the cooperation of Denso E&TS Training Center Corporation. The Ministry of Labor and Employment, Government of India, dispatched four officials to observe the trial. We received a comment from Mr. Mallik, Director of the Employment and Training Section, that from the observation of the trial conducted in Indonesia, it was concluded that the strength of Japanese companies lies in their fair and impartial attitude toward the implementation of National Trade Skill Testing & Certification and he highly regarded such efforts made in India. The employees working in Japanese-controlled firms in India have higher skills than those in other countries. Not only skills evaluators but their managers deserve our recognition because they have a strong sense of responsibility to their job.





A Skills Assessor Training on sequence control, machine assembly finishing, lathe work, and milling work was provided in **Cambodia** to 20 participants - twelve Cambodians and eight Laotians - from January 14 through 17, 2013 under the cooperation of the National Polytechnic Institute of Cambodia (NPIC) of the Ministry of Labor and Vocational Training. They were staff members of a vocational training school, public officials, and private-sector employees who had no opportunity to attend Skills Assessor Trainings in Japan mainly because there are few Japanese-affiliated companies. The lecture was a base for future implementation of a trial with a focus on fair and strict test administration, as well as on a basic concept about marking and evaluation. Each session was held by Mr. Satoshi Uchiyama from Denso Corporation, Messrs. Yoshio Abe and Katsumi Suzuki from Denso E&TS Training Center Corporation, and Mr. Hiroyuki Ishikawa from JTEKT Vocational Training School. There was a strong, favorable reaction in the local community to the lecture provided in the facilities of NPIC under the cooperation from Japan. NPIC is a technical worker training center in Cambodia. Some of the participants felt that overall the lecture was very satisfactory although the period was too short and wanted that it would be continued in the subsequent years. The Public-Private Joint Committee held around the same time fully recognized the need for continuation of the project.



Lathe work



Machine assembly finishing



Sequence control



Milling work

(We had to omit other Skills Assessor Trainings for lack of space.)



Public-Private Joint Committee

The Public-Private Joint Committee consisting of government agencies and private-sector companies from eight member countries was held as shown in the table below. This served as a valuable opportunity for the government and private sector to exchange opinions and discuss a future direction of the dissemination of the skill evaluation system based on the trial implementation results. There was a lively discussion about a further strengthening of cooperation between the government and private sector, stronger efforts to train evaluators and improve the skill evaluation criteria, and the need for skills tests and competitions.

Country	Date	No. of participants	Country	Date	No. of participants
Vietnam	Dec. 28	14	Thailand	Feb. 22	13
Cambodia	Jan. 18	7	The Philippines	Feb. 26	8
Laos	Jan. 23	11	Indonesia	Feb. 28	17
India	Feb. 7	13	Malaysia	Mar.1	15



Notice about SESPP Info-Net

JAVADA has posted part of the textbook for the Workshop on Skills Evaluation Method held so far on its website in six languages – English, Thai, Indonesian, Vietnamese, Cambodian and Laotian.

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

We would like to invite your comments, suggestions, and opinions to improve SESPP Info-Net.

We would welcome photos and movies of your activities.

【Edited and published by SESPP Forum】
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