

## **The report of Skills Evaluation System Promotion Program (SESPP) Collaboration Training Course on Skill Evaluation and Vocational Training Method in Japan**

From Aug. 28 to Sep. 7, SESPP 2017 Collaboration Training Course on Skill Evaluation and Vocational Training Method in Japan that is the first project of SESPP in this year was held. This is the report of it.

### **■Outline of the event**

#### **1. Title**

SESPP2017 Collaboration Training Course on Skill Evaluation and Vocational Training Method in Japan (Sequence Control (SC)/ Power Distribution and Control Panel Assembly (PDCPA))

#### **2. Intent of SESPP 2017 Collaboration Training Course**

This Training Course (SESPP TC) is set for the purpose of promoting the know-how on Skill Evaluation(SE) Method (making guidelines of criteria, assignment and evaluation) and Vocational Training(VT) Method(Training Course Setting and its Evaluation) to persons in charge of SE policy/operation and HRD instructors in the industry at Public and Private sectors in four ASEAN countries (Cambodia, Laos, Myanmar and Viet Nam, hereinafter referred to as “CLMV”) within the framework of “VT and SE based on Public-Private Partnership(PPP)” (2016-2019), with development and management of SE System on particular Trades in mind.

#### **3. Target Trades and Theme for SESPP TC**

Trades: Sequence Control (SC) 2nd G from Vietnam and 3rd G from Cambodia , Power Distribution Control Panel Assembly (PDCPA) 3rd G from Laos, Myanmar

Theme: Analyzing needs for training and developing curriculum

(To learn instruction skills of lectures in line with Guide for ASEAN Instructors (GAIN))

2018: improvement of training instruction methods, 2019: quality assurance of Skill Evaluation System

#### **4. Goal and Purpose of the SESPP TC**

Goal: To be able to conduct SE and VT Method on the relevant Trades through PPP

Purpose: To make and disseminate Action Plan for VT and SE Methods to improve skills of the relevant Trades with Participants' collaborations (2nd G or 3rd G., depends on each country's situation)

To make presentation and report regarding Action Plan and its implementation status At Public-Private joint committee

## 5. Venue

Makuhari International Training Center (Hibino 1-chome 1, Mihama-ku, Chiba City)

## 6. Participants Nomination

Person in charge of VT or SE of Public/Private sectors in CLMV having experiences equivalent to 2nd G or 3rd G of the relevant Trade. (8 participants)

Public: Person in charge of SE policy/operation implementation, VT Instructors etc.

Private: Education and training instructors of industry association to be partner of government for implementation of SE.

- ① Having an ability equivalent to pass Japanese skill test 2nd G or 3rd G.
- ② Having English reading, writing, listening and speaking Communication skills.
- ③ Having capability of Country Paper preparation, Action Plan preparation and their presentation.

## 7. Country Paper --- prepared by individual

- ① Career concerning VT and SE on his / her appropriate trade
- ② Current status of "VT course setting and SE"
- ③ Issues related to "VT course setting and SE", points to be improved
- ④ Points to be able to learn from know-how and expertise in "VT and SE" in Japan

## 8. Action Plan --- prepared by two participants of each country

- ① Analysis of current status of training courses and SE of your country (what is missing)
- ② Items learned from experience in Japan
- ③ VT course implementation method and SE method proposed for improvement (items can be done by PPP without relying on donors)

## 9. Curriculum

	Curriculum	In charge
Aug. 27 (Sun)	Immigration, airport pick up, transfer from airport to accommodation facility	Mr. Kimura
28 (Mon)	(AM) Orientation, opening ceremony, photography, purpose of training, aim of the project	
	(PM) Welcome reception, announcement of country paper by participates from each country	
29 (Tue)	(AM) Announcement of country paper (continuation), lecture "How to make an Action Plan"	Ministry of Health, Labor and Welfare (MHLW)
	(PM) Lecture "Public-Private Partnership in Training", "Training Course Development (GAIN)"	
30 (Wed)	(AM) Lecture "Outline of Skill Evaluation System and Skill Competition" and "Principle and procedure in evaluating"	
	(PM) Briefing "Overview of the Human Resources Development Measures", "Vocational Training "Overview of The National Trade Skill Testing and Certification"	

31 (Thu)	(AM) Lecture & Site Visit 1 “Actual example of Chiba Polytechnic College”	SC Mr. Okase Mr. Honda Mr. Taniguchi  PDCPA Mr. Hagiuda Mr. Tokusa
	(PM) Lecture & Site Visit 2 “Actual example of Chiba Polytechnic Center”	
Sep. 1 (Fri)	(AM) Lecture & Visit at Chuo-gakuen of Nihon Densetsu for SC	
	(PM) Lecture & Site Visit 3 at Toshiba Futchu Office	
2 (Sat)~	Day Off	
3 (Sun)	Day Off	
4 (Mon)	(AM) Lecture “Concept of job trades, Job criteria and details” SC: CV 4 participants PDCPA:ML4 participants	
	(PM) Lecture “Explanation of theoretical and practical test question, work procedure, practical test execution procedure, practical test marking standard”	
5 (Tue)	(AM) Lecture “The point of making theoretical test questions, procedure”	
	(PM) Lecture “Making an Original Test Assignment”	
6 (Wed)	(AM)” The way of developing the Training Course”	
	(PM)” Introducing some examples of the Training Courses”and Preparation for making Action Plan	
7 (Thu)	(AM) Making Action Plan and Presentation of Action Plan,	
	(PM) Presentation of Action Plan, Summary, Closing ceremony	
8 (Fri)	Flight back	

※Instructor

Mr. Youichi Kimura

Mr. Fumio Inagawa

Mr. Norimasa Okase

Mr. Masao Honda

Mr. Masaya Taniguchi

Mr. Yukio Hagiuda

Mr. Katsunobu Tokusa

## 10. Program/The reaction of participants

The one day before the training course started, one participant each from public sector and private sector from each country, 8 participants in total, arrived in Japan as planned and gathered in Makuhari International Training Center, the venue of the training course.

On the first day, at the opening ceremony, Mr. Nishida, director of Overseas Cooperation Office, Human Resources Development Bureau, Ministry of Health, Labour and Welfare, gave a speech in which he said he wants participants to reach the level of making Action Plan as the purpose and also the achievement of the training course.

From in the afternoon of the first day to the second day of the training course, there was Announcement of country paper from each participant. After that, Mr. Kimura gave lecture regarding How to make an Action Plan and the training course was hold following the curriculum (please refer 9. Curriculum). On the last day, at the closing ceremony, participants received certificate and after that, there was photography as memory and the training course which lasted for about two weeks ended.

### ① The Point of the Program

On the first week of the training course, there were lectures on “How to make an Action Plan”, “Public-Private Partnership in Training” “Training Course Development (GAIN)” from Mr. Kimura, “Outline of Skill Evaluation System and Skill Competition in Japan” from Mr. Inagawa. Also, the participants had Courtesy visit to the MHLW, had site visit at Chiba Polytechnic College, Chiba Polytechnic Center, Chuo-gakuen of Nihon Densetsu and Toshiba Futchu Office. The combination of lectures and site visits was well-balanced. There were comments from participants such as “The innovative technology of energy such as solar panel of Nihon Densetsu was very interesting”, “I was amazed by the large scale of Toshiba” and “Site visits and opinion exchanges became really good experience”

The last week of the training course, lectures, exercises and trainings are done separately for SC and PDCPA.

Participants from Vietnam and Cambodia joined SC section. Participants from Vietnam had high-level skill, but it took a while for participants from Cambodia for work. Regarding Action Plan, it seems like participants from Vietnam were prepared for it beforehand, however, for them, it seems like how they make what they learned in this training course into actual action was their task. Participants from Cambodia proposed a presentation of Action Plan with realistic one-week training course.

For PDCPA, 4 participants from Myanmar and Laos joined. They were working on making Action Plan even on weekends. Because Mr. Souphanthong, the participant from Laos had to go back to Laos on Sep. 6th due to his family member’s sickness, participants from Laos made Action Plan and gave presentation on 5th. The presentation of Action Plan of Laos became a good example for participants from Vietnam and Cambodia of SC section in addition to participants from Myanmar of PDCPA section and gave them good effect. Participants from Myanmar and Laos mentioned specifically regarding Public-Private Joint Committee in Action Plan and they received good evaluation for that from instructors.

### ② Comments and reactions of the participants

There were 8 participants, 2 from each of CLMV, 2 women in their 20s and 6 men. In the beginning, they had difficulty in their communication, but in the end they became harmonious and good team. Even though there were huge gaps between their English skills and some had limited communication with others, all of the participants were working very hard. The half of the participants visited Japan before and the other half did for the first time. Most of the participants said it was amazing that places they visited in Japan were well organized, neat and clean.

### ③ Comments from the instructors

(Mr. Hagiuda) This year’s training course, the participants are skillful overall and they often actively asked questions. I wish they will work hard to make Action Plan which they made in this training course happen.

(Mr. Tokusa) General goal is to deal with electricity safely. I expect them to be successful in their future and I hope them to be an expert not only one trade but also both of SC and

PDCPA, multi trades.

(Mr. Taniguchi) Even though I joined only two days and that was a short time, I hope my lecture was useful. I think all of Action Plan from the participants was great and it is important to actually implement it in their country. They might find difficult to make it happen in the process of implementation, but I do hope they will manage the difficulty and achieve it.

(Mr. Honda) I was in charge of SC section on the last week of the training course. Participants of Cambodia and Vietnam were studying very hard. Their Action Plan was great and I hope they will make it happen in their own country.

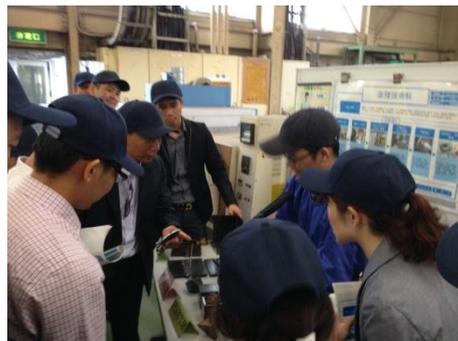
(Mr. Nishida) (Regarding Action Plan of Cambodia) In Cambodia, Public-Private cooperation is very well, so I hope more private companies will join PPJC and public sector and private sector will build better partnership. Nowadays, more and more Japanese companies are expanding their business to Cambodia and since Japanese companies such as DENSO, Minebea understand the importance of Public-Private Partnership, I am sure they will cooperate for PPJC. I hope Public-Private Partnership will be successful by cooperating with JICA Cambodia project.



announcement of country paper



During lecture



Site Visit



Photography of Participants