



Department of Skill Development Ministry of Labour



Welcome to



Automotive Human Resource Development Academy, Thailand 2016

Automotive Human Resource Development Academy Thailand



นายอนุชา-ละอองพันธ์
ผู้อำนวยการ AHRDA

Mr. Anucha - Loppun
Director of AHRDA





Title

1. Background in brief
 2. Organization
 3. Skill Development Activity for 2016
 4. Training Course
 5. Road Map 2015-2019
 6. Non-Project Grant Aid
-





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AHRDA's Background in brief



Strategic Framework for Development of the labor force in the automotive and automotive parts.

Strategy 1

International Labor Force Competency Standards Development.

Objective 1

To developing of human resources in the education system and labor force to meet the needs of the labor market, labor support AEC and competitiveness of the automotive industry.

Strategy 2

Vocational Standards, Skill Standards and Competency Standards Development

Objective 2

To enhance the **vocational standards, skill standards and competency standards development** for Thai labor force to meet international standards.

Labor Force Development

Strategy 4

Establishment Automotive Human Resource Academy for the automotive industry personnel

Objective 5

To establishment Automotive Human Resource Academy to up-grade the personnel for the automotive industry and to provide quality consistent with the needs of the labor market.

Strategy 3

Labor Market Needs Data Base Development, Labor Skills Network Development.

Objective 4

to integrate network development the production and development of labor force adequate.

Objective 3

To develop the database to connect the labor market and labor skills development needs.



Background

2013

- The Cabinet was appointed a committee to develop a framework for development the labor force in the automotive and automotive parts.

2014

- DSD was appointed a board committee to management for Automotive Human Resource Development Academy (on August 5th 2014)
- Was established the **Automotive Human Resource Development Academy** (on August 25th 2014) at Samut Prakan Province.
- Thailand Automotive Institute (TAI) under Ministry of Industry was delivered equipment total 831 items. (on August 29th, 2014)
 - Skill Certification System for Automotive Industry 668 items
 - Mind Management & Manufacturing Skill 163 items



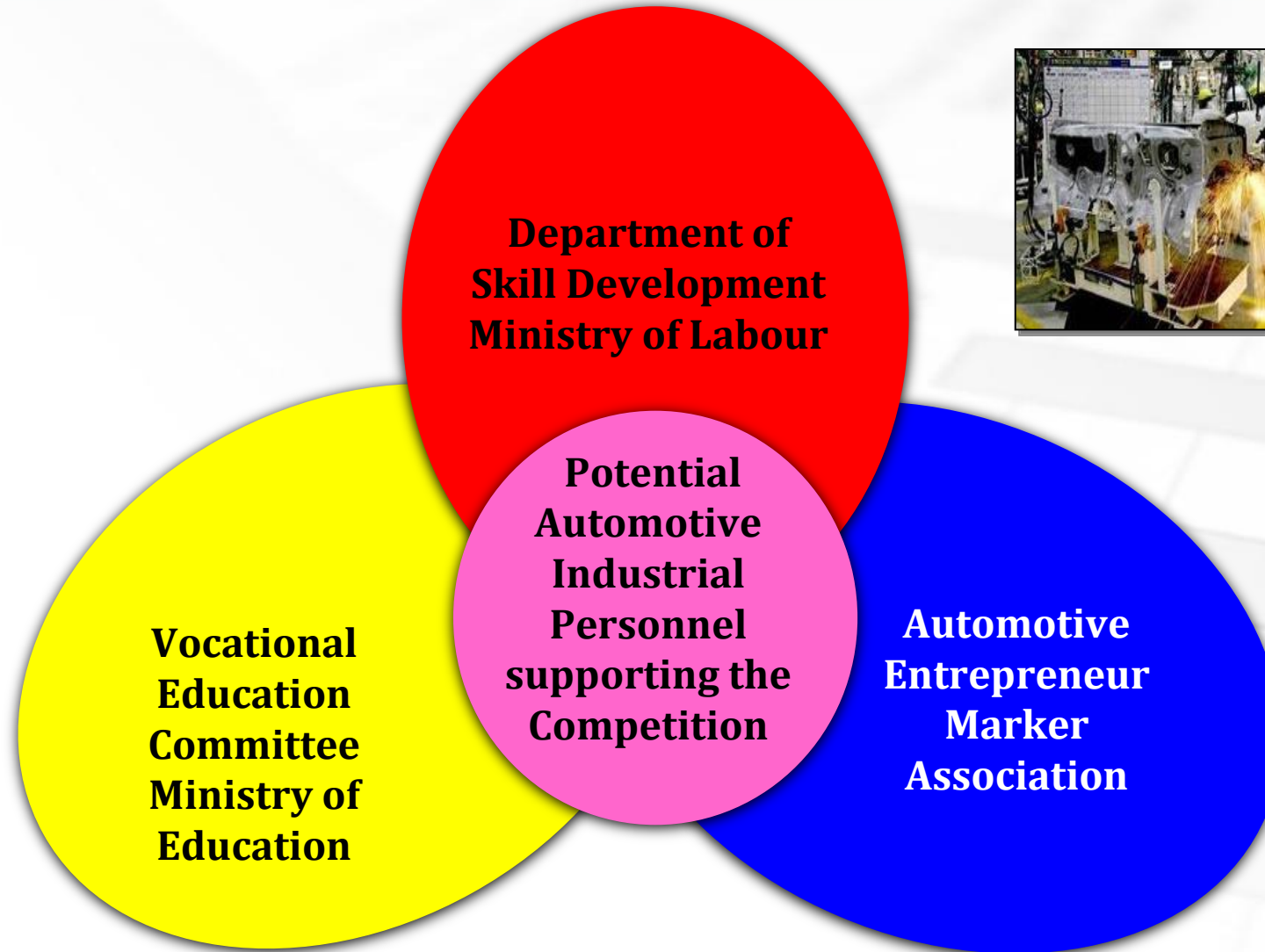
Skill Development Activity

Automotive Human Resource Development Project (AHRDP)

- total cost of equipment 49 Million Bath (from JICA, Japan)



Automotive Industrial Human Resource Development





Department of Skill Development Organization Chart

Director-General

Deputy Director-General

- Senior Expert on Skill Standard
- Senior expert on Enhancing Skill Development System
- Senior expert on Promotion of Workforce Potential and Entrepreneur
- Senior Expert on Skill Development
- Senior Expert on International Skill Development

Regional Institute for Skill Development Region 1-12

Provincial Centre for skill Development (64 Provinces)
Bangkok Metropolitan Centre for Skill Development (1)
Chiang Saen International Institute for Skill Development (1)

Training Centre for International Welding (TCIW)

Automotive Human Resource Development Academy (AHRDA)

Operation Unit

Secretariat to the Department

Division of Finance

Internal Audit Unit

Management System Development

Legal Group

Skill Development Strategic Center

Human Resource Development Institute

Division of personnel

Division of Planning and Information Technology

Division of International Cooperation

Office of Skill Standard and Testing Development

Office of Instructor and Training Technology Development

The Office of Skill Development Integration and Supporting

Division of Workforce and Entrepreneur Development Promotion

Headquarters Unit



Samut Prakan

Regional Institute for Skill Development Region 1

1039 Moo. 15 Bang Sao Thong Samut Prakan 10540 Thailand

Tel: 02 315 3800 Fax: 02 315 3808



Vision

“Elevate the personnel capabilities in Thailand’s automotive industrial and automotive parts to supports the international standard”



AHRDA





Responsibility

1. To study, analysis, monitoring and evaluation in the automotive industrial labor force filed.
2. To conduct budgeting and personnel development plan.
3. To conduct skill training for labor force and trainers.
4. To conduct skill testing and skill certified.
5. To enhance skill standard development and training curriculum development.
6. To co-operation with public and private organizations.





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AHRDA Organization



ent Officer, Professional Level
ployee

ployee
(ent)

ployee

ployee

AHRDA Staffs

<u>Total</u>	<u>6 person</u>
Official	2 person
Government Employee	4 person





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Skill Development Activity

2015





Skill Development Activity 2015

Skill Development Training Course Total 1012 person

- Pre-Employment Training **32 person**
- Upgrading Training **980 person**

Super Blue Collar Training Course Total 70 person

- Master Vocational Teacher No.1 **35 person**
(April-May, 2015)
- Master Vocational Teacher No.2 **35 person**
(October-November, 2015)





Goal, Target and Fiscal Budget 2015

Goal and Target, 2015

- ❑ Skill Development Training 3,000 person

Fiscal Budget, 2015 (59,000,000 Baht)

- ❑ Skill Development Training 10,000,000 Bath
- ❑ Equipment 49,000,000 Bath

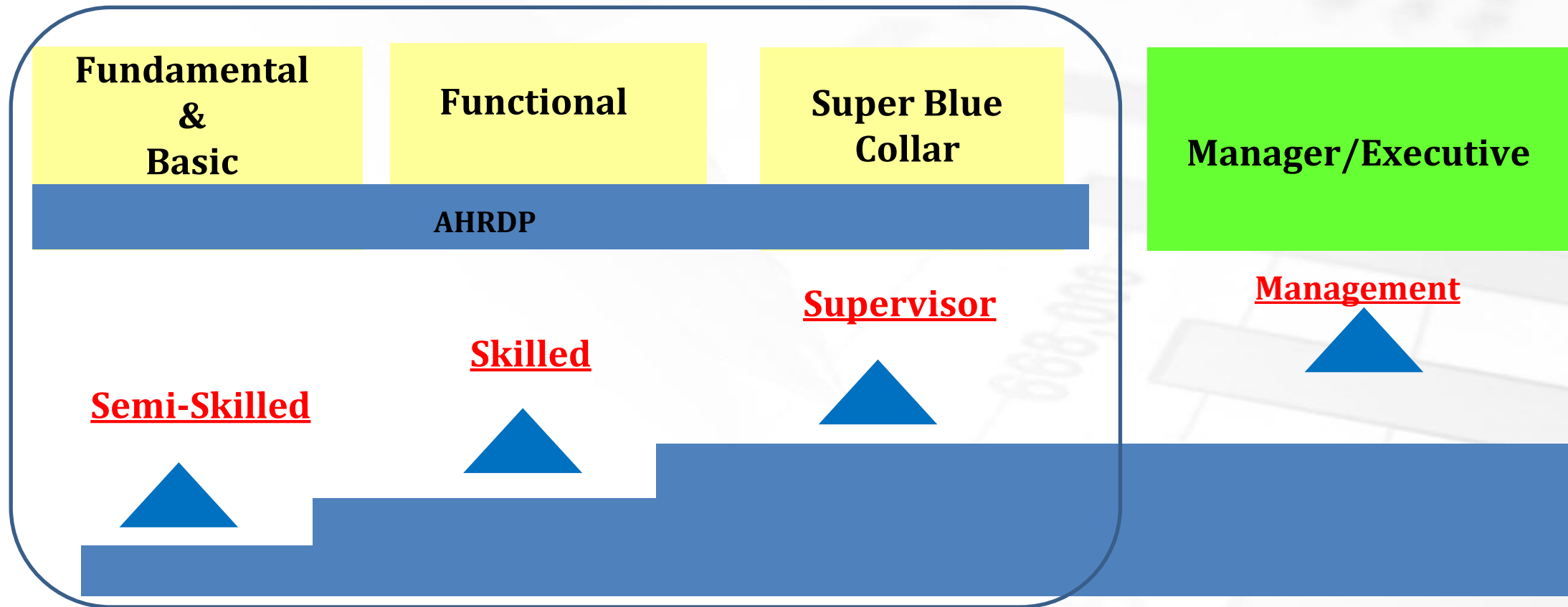


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Training Course



Training Course



Fundamental Course for New Comer (12 Courses)

Remark: Course Duration 6-60 hours

Safety Skill training (4 Courses)

- 1.Safety for New Comer
- 2.Safety Knowledge for Supervisor
- 3.Safety Proactive for Supervisor
- 4.Safety Proactive for Management

(Quality Skill Training) (8 Courses)

- 1.Basic Logic
- 2.Quality Mind
- 3.5S
- 4.Basic Tool
- 5.Basic Drawing Reading
- 6.Basic QC 7 Tool
- 7.5W2H
- 8.Basic Inspection Product

Functional Course for Experience Operator (15 Courses)

- **Tuning**
- **Milling**
- **CNC lathe**
- **CNC Milling**
- **Wire Cut for mold**
- **EDM for produce molds**
- **Dimensions Measuring**
- **CMM for inspection**
- **Jig & Figure Design Computer program.**
- **International Standard Reading**
- **Geometry Dimension & Tolerance**
- **Welding Inspection**
- **MAG Welding**
- **Spot Welding**
- **Welding Robotic Operator**

Remark: Course Duration 6-60 hours

Engineering Course (17 Courses)

- **Metal Forming Work**
- **Plastic Injection Work**
- **Cast Iron Work**
- **Machining Work**
- **Mold Adjusting**
- **Machine Controls and Components**
- **Turning**
- **Milling**
- **Mechanical Drawing (Handwriting)**
- **Mechanical Drawing (CAD)**
- **Electronics Assembly**
- **Electrical Equipment Installation**
- **Pneumatic System Design and Assembly**
- **Hydraulic system Design and Assembly .**
- **Machinery Maintenance**
- **Electrical Maintenance**
- **Production Management and Toyota Production System**

Remark: Course Duration 6-60 hours

Super Blue Collar Training Course

Super Blue Collar Training Course (75 hours)

Group 1 Self Development (30 hours)

1. Training Within Industry-Job Relations (TWI-JR)
2. Training Within Industry-Job Instructions (TWI-JI)
3. Workmanship Training Course (WSTC)
4. Problem Solving & Decision Making
5. Human Development to organization power
6. Japanese Working Style
7. Competency

Group 2 Development agencies and organizations (33 hours)

1. 5S management
2. ISO / TS 16949
3. 7 Tool System
4. QCC
5. TQM (Total Quality Management)
6. TPS (Toyota Production Systems)
7. TPM (Total Productive Maintenance)
8. Safety and industry environmental.

Group 3 activities and experiences (12 hours)

1. Group Activity
2. Study Visit for 2 places



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AHRAD Road Map

2015-2019



AHRAD Road Map 2015-2019

2015

**AHRDA
Constitutes and strong
builds**

- 1.Create and develop Train the Trainer
- 2.Create and develop master vocational teacher for teach technical student and engineer.
- 3.Create and develop automotive industrial expertise for Tier 1, Tier 2 and Tier 3.
- 4.Design the skill and management certification system.
- 5.Arrange the equipment, material for training and skill certification.

2016-2017

**Grow into the hi-tech skills
and management.**

- 1.Continue the 2015 Project
- 2.Begin skill and management certification system.
- 3.Cooperate with Vocational Commission Institute and Entrepreneur to create factory's teacher.
- 4.Add equipment, material for training and skill certification.
- 5.Expand training and skill certification center to domestic and international network.

2018-2019

**Expand training and skill
certification center to
another network.**

- 1.Continue the 2017 Project
- 2.Expand training and skill certification center to another industrial group such as metal and plastic industrial.
- 3.Add equipment, material for training and skill certification.
- 4.Expand training and skill certification center to domestic and international network.
- 5.Create technical assistance project to domestic and international network.



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Non-Project Grant Aid



Non-Project Grant Aid

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graph TD; A[Non-Project Grant Aid] --> B[Provision of Japanese Next-Generation Vehicle]; A --> C[Provision of Japanese SME's Product];
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Provision of Japanese Next-Generation Vehicle

1. Hybrid Vehicle
2. Plug-in Hybrid Electric Vehicle
3. Electric Vehicle
4. Clean Diesel

Provision of Japanese SME's Product

1. CNC Lathe
2. CNC Machining Center
3. Welding Robot
4. Industrial Robot



**THANK YOU FOR YOUR
ATTENTION**

