

SKILLS EVALUATION SYSTEM

PROMOTION PROGRAM (SESPP)

REPORT ON THE TRAINING SESSION

IN INDONESIA

Expert	Mr. Makoto Nakazawa
Period	November 10 th (Friday), November 13 th (Monday) ~ November 17 th (Friday), 2023
Venue	Matsushita Goebel Foundation High-Tech Mold and Dies Center (HTMC) East Jakarta, Republic of Indonesia
Training course	Skills Assessor Training (SAT), Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)
Trade & Grade	Plastic Injection Molding work, Grade 2

December 2023

Outline of Results

1. Number of Participants

<SAT> Participants: 7

<SET> Assessors: 7

<SAC> Applicants: 7

Training course completed participants: 7

Examinees: 7

Successful examinees: 5

Successful applicants: 7

2. Schedule

Date & Time	Guidance content
Nov. 10 th (Fri) Day 1 8:30—16:00 (All local time)	[BNSP Assessor Training] ① Greetings from the SESPP Secretariat (training objectives, questionnaires, etc.) ② Greetings from the expert (explanation of training outline, etc.) ③ Confirmation of test venue (location, equipment, attached devices, skill test preparation status, etc.) ④ Revision of scoring guideline ⑤ Confirmation of injection specifications, mold thickness adjustment function (considering the revision of test questions) ⑥ Confirmation of molding status (molding machine, mold, dryer, etc.) ⑦ Preparation of products used for SET and SAT Grade 2 (11 pcs/3 Type x 11 pcs) ⑧ Final preparation for the test venue (including reception and waiting areas) ⑨ Recap
Nov. 13 th (Mon) Day 2 8:30—16:00	[Skills Assessor Training (SAT)] ① Greetings from the SESPP Secretariat [Overview introduction of the SESPP program, assessor certification system and certification method, Receipt and confirmation of documents (applications, resumes, etc.)] ② Greetings from the expert (training schedule, etc.) ③ Explanation of skills assessor check sheet and how to fill it out ④ Overview and evaluation method of Grade 2 test, how to fill out evaluation documents ⑤ Confirmation of test venue ⑥ Grade 2 mock test and evaluation practice ⑦ Filling out the Skills Assessor Check Sheet ⑧ Final preparation for the test venue (including reception and waiting area) ⑨ Recap

<p>Nov. 14th (Tue) Day 3 8:30—16:00</p>	<p>[Skills Evaluation Trial (SET)]</p> <ul style="list-style-type: none"> ① Test preparation including attendance confirmation, adjustment of role assignment, etc. ② Implementation of SET for 5 examinees (1 person/hour) <ul style="list-style-type: none"> · When the SAT participants didn't work as assessors, they mainly practiced skills evaluation by themselves. ③ Arrangement and preparation for the next day, etc.
<p>Nov. 15th (Wed) Day 4 8:30—16:00</p>	<p>[Skills Evaluation Trial (SET)]</p> <ul style="list-style-type: none"> ① Test preparation including attendance confirmation, adjustment of role assignment, etc. ② Implementation of SET for 2 examinees (1 person/hour) <ul style="list-style-type: none"> · When the SAT participants didn't work as assessors, they mainly practiced skills evaluation by themselves. ③ Arrangement and preparation for the next day, etc.
<p>Nov. 16th (Thu) Day 5 8:30—16:00</p>	<p>[Skill Assessor Certification (SAC)]</p> <ul style="list-style-type: none"> ① Attendance confirmation, evaluation schedule, etc. ② Implementation of evaluation and scoring process check <ul style="list-style-type: none"> · Scoring table A: Molded product workmanship evaluation · Scoring table B: Report (practical test answer sheet) · Scoring table C: Work movement · Scoring table D: Work attitude · Scoring table E: Working time ③ Tidying up, arranging, collecting materials at the venue after the test ④ Filling out and submitting Skills assessor check sheets ⑤ Explanation of technical practice questions ⑥ Recap
<p>Nov. 17th (Fri) Day 6 8:30—15:00</p>	<p>[Skill Assessor Certification (SAC)]</p> <ul style="list-style-type: none"> ① Attendance confirmation, evaluation schedule, etc. ② Implementation of evaluation and scoring process check <ul style="list-style-type: none"> · Scoring table A: Molded product workmanship evaluation · Scoring table B: Report (practical test answer sheet) · Scoring table C: Work movement · Scoring table D: Work attitude · Scoring table E: Working time ③ Tidying up, arranging, collecting materials at the venue after the test ④ Filling out and submitting Skills assessor check sheets ⑤ Explanation of technical practice questions ⑥ Closing ceremony

3. Review (Mr. Nakazawa)

Celebrating the 10th anniversary of the skills certification commencement on plastic molding trade in Indonesia, we held a Skills Assessor Training course after an interruption of 4 years. Since a molding machine had been permanently installed at HTMC, we were able to conduct SAT and SET in the new working environment. All the SAT participants had passed the SET, three of them took it for the second time, so they were able to complete the skills evaluation work without any mistakes and pass the SAC. On the other hand, the SET examinees had little experience using the molding machine installed at HTMC, two of them failed because they spent long time figuring out the condition setting. The biggest issue is the shortage of BNSP assessors. We had to ask two BNSP assessors to endeavor their utmost so that we were able to conduct SAT and SET. If we had had four BNSP assessors to perform skills evaluation, we would have been able to plan and implement the SET with ease. Regarding equipment, we would like to have a dryer installed at HTMC.

4. Questionnaire results

SAT [Skills assessor training]

◆ Participants: 7 (Respondents: 7)

Satisfaction level:	Very satisfied = 7	Satisfied = 0
Usefulness level:	Very useful = 7	Useful = 0
Needs of continuation:	Must continue = 4	Should continue = 3

[Improvements and proposals]

- Except for hopper dryers, actual equipment is not fully available. If we use equipment from PT Panasonic's Injection Division, it takes time to pick up the dry material.
- The participants should be familiar with the work content to avoid fatal errors in using the mold.
- In order to shorten the distance to the material, place the hopper close to the machine to dry the material.
- Hopper drying.
- Participants must have thorough knowledge with the work and the additional heat of the material dryer to perform the work effectively and produce quality parts.
- Tighten the bolts with a torque that provides stable tightening.

【Opinions, comments, and preferred trades for the future】

- Add more lighting devices in order to check the product on the machine.
- Conduct more training activities like this to foster more expert, especially in Indonesia.
- The machines used at workplace and the machines used for training purpose are different, so the trainer needs to adapt or adjust the machines first.
- Because we have more training activities using machines, we can prevent confusion by providing training materials to participants.
- Conduct training courses using machines more frequently in order to get to know and utilize them more effectively.

◆ Manager: 1 (Respondent: 1)

Needs of continuation: Must continue = 1 Should continue = 0

[Improvements and proposals]

- Expert and participants spent a lot of effort implementing SAT and SET Plastic Injection Molding Level 2 in 5 days.

【Opinions, comments, and preferred trades for the future】

- IMDIA held the national skill certification tests on CAD Drawing Grade 3 and Grade 2 in 2023 to increase the number of successful applicants. In 2024, under the cooperation framework with SESPP, we would like to implement SAT, SET and SAC for Mechanical drawing CAD work Grade 2.

SET [Skills Evaluation Trial]

◆ Assessors: 7 (Respondents: 7)

Satisfaction level:	Very satisfied = 7	Satisfied = 0	
Usefulness level:	Very useful = 7	Useful = 0	
Improvement level:	Much improved = 4	Not much improved = 2	Not improved = 1
Needs of continuation:	Must continue = 1	Should continue = 6	

[Improvements and proposals]

- Install a hopper dryer close to the machines.
- There is no room for improvement (3)

【Opinions, comments, and preferred trades for the future】

- The number of injection molding experts is increasing.

◆ Examinees: 7 (Respondents: 7)

Satisfaction level:	Very satisfied = 5	Satisfied = 2	
Usefulness level:	Very useful = 4	Useful = 3	
Needs of continuation:	Must continue = 4	Should continue = 3	

[Improvements and proposals]

- 3D printing metal materials.
- Everything is excellent and there are no negative points (3).
- Please add explanations of the calculation method for parameter settings based on theory.
- Both the SAT participants and the assessors may be able to conduct SET at the same time while setting up a training schedule.

【Opinions, comments, and preferred trades for the future】

- CNM machine

- Introduction of new injection molding technology
- Conduct SET at workplace.
- Perhaps we can implement this SET for Machining or Technical drawing processes.

◆ Manager: 1 (Respondent: 1)

Needs of continuation: Must continue = 1 Should continue = 0

[Improvements and proposals]

- There is no problem in implementing this training activity because it was conducted by a professionally qualified and highly experienced expert.

[Opinions, comments, and preferred trades for the future]

- IMDIA hopes to implement the skill test on CAD Drawing Grade 2 next year.