

**The report of SESPP 2018 Collaboration Training Course in Japan
on Skills Evaluation and Vocational Training Method**

“Collaboration Training Course in Japan on Skills Evaluation and Vocational Training Method”, which is a collaboration training of Vietnam and Cambodia in Japan for this fiscal year, was held from October 30th to November 9th, 2018.

■ **Outlines of the event**

1. Title of the course

SESPP 2018 Collaboration Training Course in Japan on Skills Evaluation and Vocational Training Method (Sequence Control 2nd grade)

2. Purpose of SESPP 2018 Collaboration Training Course in Japan

This training course is aimed to transfer the know-how on Skills Evaluation Method (SEM: creation of criteria, test questions and guidelines for grading) and Vocational Training Method (VTM: training course setting and its evaluation), to people who are in charge of skills evaluation (HRD instructors in private sector, and policy/ operation personnel in public sector) in Vietnam and Cambodia. It is within the framework of “Vocational Training and Skills Evaluation based on Public-Private Partnership (PPP)” (Phase IV, 2016-2019) with development and management of Skills Evaluation System of the particular job trades.

This Course is implemented with Skills Evaluation System Promotion Program (SESPP).

3. Target job trades

Sequence Control 2nd grade

4. Goal of the training

Participants shall create “Action Plan” of the method of training and evaluation to improve skills of Sequence Control work and implement it in each country with PPP. (equivalent to 2nd grade in Japanese evaluation system)

*Action Plan and its performance are to be presented at Public and Private Joint Committee (PPJC).

5. Period of training and venue

October 30th (Tue), 2018– November 9th (Fri) , 2018

Makuhari International Training Center (1-1, Hibino, Mihama-ku, Chiba-shi, Chiba, Japan)

* Study tour to Okinawa: November 2nd (Fri), 2018– November 4th (Sun), 2018

6. Participating countries and number of trainees

Vietnam 3 persons Cambodia 4 persons those who are responsible for Vocational Training or Skills Evaluation and have experiences of Sequence Control work.

Eligibility:

1. Having a knowledge equivalent to pass 2nd grade of National Trade Skills Test (in Japan), having a knowledge/ability in regards to PLC operation.
2. Having communication skills with English.

7. Country Paper --- by individual

Title: "Training Course Setting and Skills Evaluation"

(under Phase IV: "Training and Evaluation based on Public-Private Partnership")

Name, job title and institution of participant, job trade in charge (Sequence Control)

1. Current status of "Training Course Setting and Skills Evaluation" of your job trade
 - (1) Standard contents of training course
Trainee, period, achieved level of trainee's skills, contents of guidance
 - (2) Contents of skills evaluation
Trainee, evaluation method (practical exam, written exam, etc.), contents of exam questions
2. Issues and improvement concerning "Training Course Setting and Skills Evaluation"
3. Good points you would like to learn from the know-how and the experiences of Japanese "training and evaluation"

8. Action Plan --- by each country

1. Contents of the training
 - (1) Learn skills evaluation method and create original assignments.
 - (2) Design training course in order to learn skills to clear the original assignments.
- 2 Creation of the Action Plan
 - (1) Design a curriculum of the training course (objective, subjects, time table, required equipment, etc.) and an evaluation sheet of course setting.
 - (2) Create an implementation plan (venue, period) of the training course.
3. Presentation of the Action Plan
After returning to the country, give a presentation of the Action Plan at the Public-Private Collaboration Committee and implement the training courses

9. Schedule (Curriculum/ lecturer)

Oct.29	Mon	Trainees: Arrival / Meet up at the airport / Hotel Check-in	
Oct.30	Tue	(AM) Orientation, Opening Ceremony, Take a commemorative photo, Purpose of the training course, aim of the project, Outline of Public Vocational Training	Mr. Honda Mr. Inagawa MHLW
		(PM) Welcome reception, Public-Private Partnership in Training Development of training courses (GAIN)	
Oct.31	Wed	(AM) Presentation of Country Paper (individually)	Mr. Honda Mr. Inagawa
		(PM) Outline of Skills Evaluation Systems & Skills Competition How to create the Action Plan, How to create curriculum	
Nov. 1	Thu	Organize/ Prepare the documents	
Nov. 2	Fri	(AM) Study tour to Okinawa - Transport to Haneda airport	
		(PM) National Skills Competition (Opening ceremony)	
Nov. 3	Sat	(Full day) National Skills Competition	
		(AM) Industrial Electronics, Industrial Control	
		(PM) Commercial Wiring, Mechatronics	
Nov. 4	Sun	(AM) Information Network Cabling, Mobile Robotics	
		(PM) Transport to Makuhari International Training Center	
Nov. 5	Mon	(AM) Outline of Sequence Control, Job Criteria and Details, Explanation of Theoretical test questions, Written test questions	Mr. Honda Mr. Yasuhara
		(PM) Explanation of Practical test questions based on Job Criteria and Details/ Explanation of Scoring Procedures & Scoring sheet	
Nov. 6	Tue	(Full day) Exercise of practical test questions according to work procedures manual	Mr. Yasuhara
Nov. 7	Wed	(Full day) Exercise of practical test questions according to work procedures manual, Original test questions creation, Operation check sheet creation	Mr. Yasuhara
Nov. 8	Thu	(AM) Exercise of practical test questions according to work procedures manual, Original test questions creation, Operation check sheet creation	Mr. Honda Mr. Yasuhara
		(PM) Development of training course for practical test (Creation of curriculum for 5 days training course), Presentation of Curriculum / Vietnam, Cambodia	
Nov. 9	Fri	(AM) Creation of Action Plan	Mr. Honda Mr. Inagawa
		(PM) Creation of Action Plan, Presentation of Action Plan / Vietnam, Cambodia, Review, Closing Ceremony	
Nov.10	Sun	Return to country	

※Lecturer

Mr. Fumio Inagawa
Mr. Masahiko Yasuhara

Mr. Masao Honda
Mr. Masafumi Seino

※Trainee

Vietnam: Ms. Ngô Thị Thu Hà (Public sector) Mr. Lê Xuân Phong (Private sector)
Mr. Đỗ Tân Khoa (Private sector)

Cambodia: Mr. Huot Chanthou (Public sector) Mr. Tep So Kryth (Private sector)
Mr. Tang Heng (Private sector) Mr. Chy Vanny (Private sector)

10. Program / Trainee's reaction / Review

On Monday October 29th, 2018, the day before the training begins, 3 trainees from Vietnam (1 from public sector, 2 from private sector (each from Hanoi and Ho Chi Minh)) and 4 trainees from Cambodia (1 from public sector, 3 from private sector) entered Japan. After the arrival at Makuhari International Training Center, outlines of SESPP and about the accommodation was explained.

■ Program / Trainee's reaction

On the Day 1, Mr. Chiba from secretariat of SESPP explained in regards to purpose of the training course and aim of the project. Mr. Ono from MHLW gave a briefing of Outline of Public Vocational Training.

After the presentation of Country Paper individually created prior to the training, Mr. Lê Xuân Phong/ Vietnam asked questions to team Cambodia regarding vocational training system, and it activated the discussion from the beginning. The trainees from both Vietnam and Cambodia told their goals that they would like to use learned knowledge and skills through this training in order to build skills testing system after returned to each country.

Mr. Inagawa gave a lecture in English regarding on how to create Action Plan. As presentation of Action Plan created during the training course is scheduled for the last day (November 9th), he explained them to prepare for it. In addition, reporting the progress of implementation by themselves is planned at Public-Private Joint Committee in January, 2019.

Mr. Honda explained how to design the curriculum of the training course on sequence control work by using a figure of PLC made of Mitsubishi Electric in page 2 of the material, and regarding the lecture of practical test questions the following week. It seemed the trainees understand it so there were no questions raised.

With the study tour for National Skills Competition, although rain was forecasted for the Day 1, the opening ceremony took place without rain. At the opening ceremony, the traditional Okinawan dance, called Eisaa (Okinawan folk dance) was performed, and the trainees seemed to be impressed with its heroic dance. A question was raised that whether or not another option has been prepared in the case it rains. They seemed felt the requirement of figuring out an alternative option with consideration to weather in case of outdoor events.

With Electronic Equipment Assembly, the chief examiner of National Skills Competition explained regarding the outlines of competition that new assignment is announced each year on the day of competition. The trainees asked questions in regards to participants, who are in charge of preparation of the equipment, etc.

With Factory Electrical Installation, we were explained that competing the skills to assemble a control panel following the drawing, and program by using PLC, and then

diagnose errors on electrical installation. Also, we were explained that the winner of National Skills Competition will get a right to participate in World Skills Competition as a representative of Japan. The trainees asked a question that how to keep the fairness on PLC each participant has brought.

Electrical Installation is a construction that installing electric to buildings, factories and houses. The order and the speed of construction depends on competitor, and it made the trainees surprised.

With Mechatronics, design, assemble, adjust, program and maintain equipment simulated the facilities of the factory automatic production. Teamwork is an important factor because two persons in a team work in cooperation. The trainees asked a question in regards to equipment to use. They seemed to be really interested in how to keep the fairness on using of equipment provided by each company. We have been explained that these equipment have been checked two days before the competition.

Information Network Cabling is a competition that wiring telecommunication by optical fiber and others, and networking of wifi how accurately, quickly and with good quality. The time limit is set as 7 hours 35 minutes against to 14 hours at World Skills Competition. A lot of questions were raised from the trainees regarding the modules of competition.

With Mobile Robotics, program a mobile robot to accurately and quickly deliver things to the destination in the specified environment. A team is consisted by two persons in charge of software and hardware in cooperation so its teamwork is an important factor. The trainees seemed to be most interested in this program and were very keenly observing it. After returning to Makuhari International Training Center, an explanation of the written exam in the part of practical exam on Sequence Control 2nd grade was given. Cambodia: Mr. Tep So Kryth asked a question regarding round and square circuits. In terms of the example of the time chart, it is hard to understand although the lecturer explained in details, so further explanation is scheduled for the next day with the creation of new ladder diagram and time chart.

With the exercise of the practical exam questions according to the work procedures manual, the practical exercise based on PLC took place for three times by Mr. Yasuhara's instruction. Vietnam: Mr. Lê Xuân Phong team and Cambodia: Mr. Chy Vanny & Mr. Tang Heng almost cleared the assignments. (Task 1-13) On the following day, the exercise of the practical exam was continued, and Cambodia: Mr. Tang Heng team completed by 9:40AM. (Task 20)

The other trainees finished up to task 18 & 19. After that, Mr. Yasuhara explained the exercise while showing the video created by himself and the understanding of the trainees further improved.

Vietnam: Mr. Đỗ Tân Khoa asked a question on how to use the assessment sheet so the lecturer explained the reduction scoring method. In Japan, the reduction scoring method is applied to evaluate. Vietnam: Mr. Đỗ Tân Khoa also asked how to operate the countermeasure training course prior to the exam. Cambodia: Mr. Tang Heng asked a question in regards to Japan's reduction scoring method.

During the practical training this morning, both Vietnam and Cambodia worked hard, and actively asked and confirmed their questions with Mr. Yasuhara. As they are instructors at

the position to teach in their home countries, we really comprehend their enthusiasm.

Mr. Yasuhara said that, he was explained before the training that they were at the level of 3rd grade, however he had an impression that 3 trainees from Cambodia seemed already have achieved the level of 2nd grade throughout the exercise of the practical exam. In fact, Cambodia: Mr. Tang Heng completed all assignments on the 2nd grade earlier than the allotted time. After that, Mr. Yasuhara gave him additional assignments and instructions, and then he cleared them as well. Vietnam team seemed almost understand, however they were not able to complete in some details.

Vietnam Mr. Đỗ Tân Khoa asked questions on how to get used to the test kit, and whether or not wiring diagram shall be provided in advance. The answer was that it is necessary to train at the school beforehand.

<Comments from the lecturers in regards to the exercise of practical exam>

Mr. Yasuhara: The curriculum this time is sufficient for the 3rd grade. However, ①~③ below are required for the 2nd grade.

- ① Application command
- ② Emergency stop command
- ③ It needs to be described in more details with complex slide.
- ④ There are no problems with the task 1-20.

Mr. Seino: With Sequence Control 2nd grade, creation of time chart is important and mandatory.

In terms of the creation of the Action Plan, there were active discussions on;

- Duration of the model schedule
- Considering timeframe to set including night and weekend
- Separate the training course according to participants' level/ assessors/ skilled workers of private companies.

In the summary/closing ceremony, the certificates were presented to the trainees.

As a representative of the organizer, there was a greeting by Mr. Baba, Deputy Manager of JTB Corp. Kasumigaseki Division, "I would like you to take advantage of what you have learned from the training course and implement it after returning."

Mr. Ono, Chief Officer for Technical Cooperation on Vocational Training for Overseas Cooperation with the MHLW, gave a guest greeting that, "We would like to continue supporting Vietnam and Cambodia including Skills Assessors Training in December and January."

<Review>

Mr. Seino: I would like you to review the contents learned this time after returning to your countries and utilize it. If you require assistance, we are willing to support.

Mr. Inagawa: The Action Plans you have created are beyond our expectation. There are

two impressive points as follows;

1. The way of thinking of PDCA has been taken.
2. The ideas carrying out on weekends and night time is excellent. Particularly, it is convenient to participate for workers of Japanese companies because Saigon-High-Tech-Park is located close. The trainees accomplished fantastic achievements this time. We would like you to implement it by all means according to the Action Plans.

Mr. Honda: I was able to convey the contents of the purpose of this training course. I was mainly in charge of the theoretical exam. They seemed partially struggling with the practical exam.

Mr. Yasuhara: I was in charge of the practical exam. It was impossible to do all the exercises within the allotted time. Cambodia team did almost all the assignments of the 2nd grade, but Vietnam needed time a little more to complete all. We would like you to design the program taking advantage of the task 1-20. I hope the skills to be useful for the development of both countries.