

SKILLS EVALUATION SYSTEM
PROMOTION PROGRAM (SESPP)

**REPORT ON THE TRAINING SESSION
IN LAO PDR**

Expert	Mr. HAGIUDA Yukio, Kowa Electric Industry Co., Ltd.
Period	Saturday, November 2nd, Monday, November 4th ~ Friday, November 8th, 2024
Venue	Skills Development Institute (SDI) Vientiane Capital, Lao PDR
Training course	Vocational Training Method (VTM), Grade 3 Skills Assessor Training (SAT), Grade 2
Trade & Grade	Power Distribution and Control Panel Assembly, Grade 3/Grade 2

December, 2024

Outline of Results

1. Number of participants

<VTM>

Participants: 9 / Completed participants: 7

<SAT>

Participants: 9 / Completed participants: 8

2. Schedule

Date & Time	Content
<p>November 2nd (Saturday) 8:30 - 16:30 (All local time) (VTM)</p>	<p>< Vocational Training Method (VTM) Grade 3 > 【Orientation】 ① Opening remarks for the training course (VTM) by Mr. Oshite, Mr. Hagiuda ② Attendance check using the list of participants: 9 participants registered, 2 absent ③ Review of the training schedule</p> <p>[Confirmation of materials, equipment, panels, tools, etc.] Checking the materials, tools, with Grade 3 practical test assignment and the VTM Grade 3 preparation list and ensured all necessary items were prepared.</p> <p>[Assembly Method Training for Grade 3] Demonstration of assembly work training (including scribing, drilling, and tool installation) and instruction using the TWI-JI method based on the Grade 3 practical test assignment and Grade 3 procedure manual.</p>
<p>November 4th (Monday) 8:30 - 16:30 (VTM)</p>	<p>[Opening Ceremony] The opening ceremony took place at the Skills Development Institute (SDI), attended by key stakeholders, including the SDI Deputy Director General, representatives from the Ministry of Labor and Social Welfare, the Certification Division Chief, and the participants.</p> <p>[Cabling Method Training for Grade 3] Demonstration of cabling work training (including checking the device contact configuration, creating a connection diagram with wires, applying the insulated sheath crimping method, performing plug-in connection method, bundling wires, etc.) and instruction using TWI-JI methods based on the Grade 3 practical test assignment, Grade 3 procedure manual, and VTM insulated sheath crimping work procedure manual.</p>
<p>November 5th (Tuesday) 8:30 - 16:30 (VTM)</p>	<p>[Cabling Method Training for Grade 3] Building on the previous day, further training in cabling work was conducted (including checking the device contact configuration, creating a connection diagram with wires, applying the insulated sheath crimping method, performing plug-in connection method, bundling wires, etc.) based on the Grade 3 practical test assignment, Grade 3 procedure manual, and VTM insulated sheath crimping work procedure manual.</p> <p>[Check Method Training for Grade 3] Guidance on cleaning techniques and various setting methods was provided.</p>

	<p>[Cabling Check Method Training, Grade 3] Guidance on checking sequence cabling through hands-on practice was provided.</p> <p>[VTM Opinion Exchange Meeting] This marked the first time such an activity was held in Laos. The participants demonstrated great effort, using a drill brought from Japan to drill holes. They learned key points for cabling, correction techniques, and provided positive feedback, highlighting the session as a valuable experience.</p> <p>[Questionnaire for participants and manager] Participants scanned a QR code and completed the questionnaire using Google Forms.</p>
<p>November 6th (Wednesday) 8:00 - 16:30 (SAT)</p>	<p>< Skills Assessor Training (SAT) Grade 2 > [Overview of pre-training for SAT] Explained essential topics, including the fundamental job standards and competencies required of skills assessors, as well as guidelines for conducting skill evaluation trials, procedures for administration and scoring based on the pre-training material for the Grade 2 SAT.</p> <p>[Key points of practical test questions by Grade] Explanation of the differences and difficulty levels between the Grade 3 and Grade 2 tasks, with additional references to Grade 1 for comparative context.</p> <p>[Grade 2 practical test questions] Explanation of the changes introduced in Grade 2 compared to Grade 3, emphasizing key points, difficulty levels, and details of Task 2.</p> <p>[Grade 2 Work procedures] Explanation of the changes introduced in Grade 2 compared to Grade 3, difficulty levels, and critical points.</p> <p>[Implementation guidelines for Grade 2 practical test] Explanation of the changes from Grade 3, difficulty levels, critical points, operation test method, etc..</p>
<p>November 7th (Thursday) 8:30 - 16:30 (SAT)</p>	<p>[Implementation guidelines for Grade 2 practical test] Further explanation of the key points building on the previous day's session.</p> <p>[Scoring criteria for the Grade 2 practical test] Explanation of the changes from Grade 3, difficulty levels, and the key points.</p> <p>[Scoring guidelines for the Grade 2 practical test] Explanation of the changes from Grade 3, difficulty levels, and the key points.</p> <p>[Scoring method training for the Grade 2 Practical Test] I conducted a training session on scoring for the Grade 2 SET, using practical assignment derived from the Grade 3 VTM. On-the-spot guidance on necessary corrections was provided.</p>

November 8th
(Friday)
8:30 - 16:00
(SAT)

[Scoring method training for the Grade 2 practical Test]

The training continued from the previous day.

[Assessor check sheet for Skills Assessor Certification (SAC)]

Explanation of the check sheet for each role once again.

[Reflection meeting and opinion exchange meeting]

An opinion exchange meeting was held with all the participants. They shared their aspirations to apply what they had learned in VTM to their future teaching. Additionally, they expressed interest in participating in training courses held in Japan, highlighting the strong expectations for this profession.

[Questionnaire for participants and superiors]

Participants scanned a QR code and completed the questionnaire using Google Forms.

[Closing Ceremony]

A closing ceremony took place at the Skills Development Institute (SDI), attended by all stakeholders, including the SDI Deputy Director General.



Opening Ceremony



Demonstration of Drilling work, Grade 3 VTM



Training of Drilling work, Grade 3 VTM



Demonstration of Cabling work, Grade 3 VTM



Training of Cabling work, Grade 3 VTM



Finished product Grade 3 VTM



Grade 2 SAT Session



Scoring method training for Grade 2 SAT



Closing ceremony

3. Review

This year's training course in Laos was organized based on discussions and reflections with relevant stakeholders, addressing issues identified in last year's training. While progress has been made in training assessors—evidenced by six individuals passing the Grade 3 Skills Assessor Certification last year—technical competencies and skills for practical assignment creation still showed room for improvement. To address this, Grade 3 VTM (Vocational Training Method) was implemented in Laos for the first time. Despite the limitations of tools and materials on-site, I was able to efficiently teach using the TWI-JI 4-step teaching method. In the last three days, I implemented Grade 2 SAT (Skills Assessor Training) for the first time, focusing on the differences between Grade 2 and Grade 3, which helped participants gain a clear understanding.

It was incredibly meaningful to conduct this training again, and I am deeply grateful for the support and cooperation of everyone involved. The participants were diligent and hardworking, successfully mastering the Grade 3 VTM and Grade 2 SAT.

4. Questionnaire Results

<VTM>

◆ Participants: 9 (Respondents: 9) (* 5-point scale)

Satisfaction level:	Very satisfied = 7	Satisfied = 2
Usefulness level:	Very useful = 9	
Needs of continuation:	Must continue = 9	

[Which program did you find most meaningful?]

- Role as a skills certification committee member
- Panel assembly work
- Assembly, cabling, checking and scoring
- All training contents
- Practical training
- Cabling techniques (2)
- This training course helped me to further deepen my understanding.

[Improvements and proposals]

- Continuation of similar training courses (3)
- Inclusion of newly supplemented content
- Grade 2 VTM of this program
- Training in Japan
- Further enhancement of skills and techniques
- This training is crucial for the ongoing development of assessors. However, I was unable to attend all the training sessions due to previously scheduled meetings. If I had been informed of the training schedule earlier, I believe I could have adjusted my plans accordingly.

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

- Air conditioning equipment
- Electrical engineering, motor coils winding, control circuit design
- Grade 2 VTM of this program (2)
- PLC Control
- Electrical and automotive repairs
- Industrial electrical control
- Electrical installation

◆ Manager: 1 (Respondents: 1) (* 5-point scale)

Needs of continuation: Must continue = 1

[Improvements and proposals]

- To ensure the sustainable management and promotion of skills certification tests, we would like to request a training and study tour in Japan. This would allow us to learn not only technical aspects but also operational frameworks, as well as the formulation of laws, regulations, and policies.
- I hope you will conduct training courses for skills certification tests in collaboration with the private sector.
- I request training courses focused on creating both theoretical and practical test questions.

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

- I believe VTM training is crucial for participants to gain a deeper understanding of key scoring criteria and to adopt efficient, effective practices in assembly and cabling work. The skills and knowledge transferred by the expert are highly valuable, as they are derived from his participation in global skills competitions and his extensive practical experience.
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<SAT>

◆ Assessors: 9 (Respondents: 9) (* 5-point scale)

Satisfaction level: Very satisfied = 7 Satisfied = 2

Usefulness level: Very useful = 9

Needs of continuation: Must continue = 8 Should continue = 1

[Improvements and proposals]

- I would like to request training and study tour in Japan. (5)
- I would like to request the continuation of this training program.
- The scoring and evaluation training involves numerous intricate tasks. I would like to request an extension of the practical training time to allow participants to develop a deeper understanding.
- I wish the overall training period was longer. (2)

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

- Electrical engineering trade
- Continuation of this training program (Grade 2). (5)
- Electrical control system PLC
- Electrical-related trades
- I hope the overall training period can be extended.

◆ Manager: 1 (Respondents: 1) (* 5-point scale)

Needs of continuation: Must continue = 1

[Improvements and proposals]

- I propose conducting training courses at the beginning or during the fiscal year. Holding training sessions in the latter half of the fiscal year might hinder continuous participation due to year-end summary work and other obligations.
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[Opinions, comments, and preferred trades for the future]

- Plastering and bricklaying