

## **The Report of SESPP 2019 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 November 13th to 22nd, 2019.

### **■ Outlines of the event**

#### **1. Title of the course**

SESPP 2019 Collaboration Training Course in Japan on Skills Evaluation and Vocational Training Method (Sequence Control 2nd grade)

#### **2. Purpose of SESPP 2019 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**

November 13th (Wed) – 22nd (Fri), 2019

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

\* Study tour to Aichi: November 15th (Fri) – 16th (Sat), 2019

## 6. Participating countries and number of trainees

Vietnam 2 persons / Cambodia 4 persons those who are responsible for Vocational Training or Skills Evaluation and have experiences of Sequence Control work.

Eligibility: Having a knowledge equivalent to pass 2nd grade of National Trade Skills Test (in Japan), having a knowledge/ability in regard to PLC operation.

## 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)

Nov. 12	Tue	Trainees: Arrival / Meet up at the airport / Hotel Check-in	
Nov. 13	Wed	(AM) Orientation, Opening Ceremony, take a commemorative photo, Outline of Purpose of the training course, aim of the project and Public Vocational Training	Mr. INAGAWA MHLW
		(PM) Welcome reception, Outline of Skills Evaluation Systems & Skills Competition, Principles and Methods of Grading for Skill Evaluation	
Nov. 14	Thu	(AM) Presentation of Country Paper (individually)	Mr. INAGAWA Mr. YONEMURA
		(PM) How to create the Action Plan, Outline of skills test and job trade, Explanation of standard and specifics, Explanation of theoretical test questions	

Nov. 15	Fri	(AM) Study tour to Aichi - Transport to Tokyo station		
		(PM) Visit Toyota Commemorative Museum of Industry and Technology, National Skills Competition (Opening ceremony)		
Nov. 16	Sat	(Full day) National Skills Competition		
		(AM) Electrical Installation, Industrial Electrical Equipment, Electronic Equipment Assembling		
		(PM) Mechatronics, Transport to Nagoya station		
Nov. 17	Sun	Organize/ Prepare the documents		
Nov. 18	Mon	(AM) Explanation and exercise of Practical test questions, Marking procedure, and Operation check sheet		Mr. YASUHARA
		(PM) Explanation and exercise of Practical test questions according to work procedures manual		
Nov. 19	Tue	Private sector	(AM) Explanation and exercise of points of creation, list of work elements for Practical test questions, Exercise of Practical test questions (Original assignment creation)	Mr. YASUHARA
		Public sector	(AM) Visit Kanto Polytechnic Center	MHLW
		(PM) Explanation and exercise of Practical test questions (Original assignment creation)		Mr. YASUHARA
Nov. 20	Wed	(AM) Exercise of Practical test questions (Original assignment creation)		Mr. YASUHARA
		Private sector	(PM) Explanation and exercise of Practical test questions (Original assignment creation)	Mr. YASUHARA Mr. SEINO
		Public sector	(PM) Visit Kinden Corp. (Human Resources Development Center)	MHLW
Nov. 21	Thu	(AM) Explanation and exercise of Practical test questions (Original assignment creation), Explanation and exercise of points of Operation check sheet creation,		Mr. YASUHARA Mr. SEINO
		(PM) Operation check sheet creation, Verification of check items		
Nov. 22	Fri	(AM) Creation of Action Plan		Mr. INAGAWA
		(PM) Presentation of Action Plan (Cambodia, Vietnam), Review, Closing Ceremony		Secretariat Lecturer
Nov. 23	Sat	Return to country		

※Lecturer

Mr. INAGAWA Fumio                      Mr. YONEMURA Shinichi  
Mr. YASUHARA Masahiko              Mr. SEINO Masafumi

※Trainee

Vietnam: Ms. Truong Thi Ngoc Hoi (Public sector)  
Mr. Vo Thanh Hoang Hieu (Private sector)

Cambodia: Mr. Pen Sidan (Public sector)  
Mr. Chamroeun Touch (Private sector)  
Mr. Sophorn Voha (Private sector)  
Mr. Soth Panha (Private sector)

## **10. Program / Trainee's reaction / Review**

On November 12th (Tue), 2019, the day before the training begins, 2 trainees from Vietnam (1 from public sector from Hanoi, 1 from private sector from 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 first day of the training, Mr. CHIBA from the Secretariat of SESPP explained in regard to purpose of the training course and aim of the project. Mr. ONO from MHLW gave a briefing of Outline of Public Vocational Training.

The Cambodian team made a presentation of Country Paper individually created prior to the training and the two Vietnamese members submitted them on the day. The trainees from Cambodia told that they would like to learn how to create skills test questions and implement the skills testing.

With regard to creating action plan, Mr. INAGAWA explained about the sample and the form.

Mr. YONEMURA gave lectures on skills test, outline of job trades, standard and specifics and theoretical test questions.

With the study tour for National Skills Competition in Aichi, all the trainees came to Japan for the first time and took the Shinkansen for the first time, and they were very impressed by the Shinkansen platform, the car and in-car equipment. On the first day of the visit, they visited the Toyota Commemorative Museum of Industry and Technology for 1 hour, and then moved to the National Skills Competition to participate in the opening ceremony.

On the second day, they were given an explanation of overview of Electrical Installation and told that the shortest way to pass the National Skills Competition was to "creating safe electrical equipment by creating neat and accurate inside and outside". On the Industrial Electrical Equipment, after being explained that it was a job trade to wire the machine, install, assemble, and program the control device, the power distribution created by last year's winner was shown to them, and they were taught the points to be aware of until creation. The three criteria for passing were accuracy, neat appearance, and speed of work time. The trainees were also very interested and stared into the winner's Power Distribution. On the Electronic equipment assembling, a number of industrial products such as smartphones, televisions, and robots have evolved, but there was an explanation that electronic devices were the core of these products. In fact, in the "drone" competition of this National Skills Competition, the trainees received detailed explanations from assistant examiners and actually touched it. Mechatronics is a new technical field consisting of "Mechanics (Mechanical Engineering)", "Electronics (Electronic Engineering)", information engineering, control engineering, etc., and they were explained while looking at the first completed work of the assignment of the National Skills competition. The trainees seemed to be interested in the part where the PLC was used, and they were interested in observing the PLC made by Festo in Germany that was actually used.

Here is a summary of the overall impressions of the four job trades after the inspection.

① We were able to observe which parts were evaluated by the competition examiner and

assistant examiner.

- ② We were able to learn how to use time for each job trade and how the exam was progressing.
- ③ During the test, the same tools were brought in, and we understood what kind of know-how was used for the test.
- ④ There were many opinions that they didn't see the actual field of the skills competition very often in their own countries, so they saw it this time and wanted to use it to pass on the know-how in their own countries.

Returning to the Makuhari International Training Center, Mr. YASUHARA explained the practical skills test questions of Sequence Control and the operation check sheet. Then, in order to create a second-grade assignment, they checked, “and,or”, and practiced the practical skills test questions. Mr. Hieu (Vietnam) asked a lively question about the method of practical skills test. Mr. Voha (Cambodia), Mr. Hieu (Vietnam) seemed to be good at the practical subjects, so they finished the exercise very quickly.

On the second day, Mr. YASUHARA gave a lecture on the key points of preparation of the practical skills test questions and a list of working elements. Each trainee took on the specified original assignment, and Mr. Voha was the first to complete and pass the exam. After that, there was an outline explanation about the practical skills test question preparation exercise for 2nd grade, and each trainee proceeded with the assignment of the practical skills for 2nd grade. The next day, they continued to work on the creation of the original test assignment. Since the trainees other than Mr. Touch cleared the assignments, an oral examination of the examinee and the evaluator in person for the 2nd grade questions were conducted. Mr. Torch continued to work on the 2nd grade assignment. In creating the original assignment, Mr. Panha and Mr. Voha of the Cambodian team created it in less than an hour and received a lecturer check, and received evaluation comments from the lecturer that it was too difficult for the trainees in their country, but the idea was good. The lecturer advised that the important thing was to create tasks that were step-up to incorporate advanced technology after understanding the basics. The next day, after explanation of a torque wrench and a screw, practice of 5 kg tightening umbrella type torque wrench and screw tightening using a canon umbrella type torque driver, they created an operation check sheet, verified the check items, and confirmed the presentation of the action plan. Four operation check sheets (wiring, operation check sheet, work attitude, and working time) were made for the presentation of the action plan on the last day of the training. In the evening, Mr. ONO from MHLW and three people, Mr. NAKAMURA, Mr. TANABE and Mr. FUJIMAKI from JEED visited the training site to see the presentation of the results of the 2nd grade skills test questions. In response to Mr. ONO's question as to what was the most difficult in the training, Mr. YASUHARA answered that the programming was the most difficult, and he had it set to the same level as Japan's 2nd grade, but he thought they should start with skills test of the 3rd grade level. However, the team was very enthusiastic.

On the last day of the training, Mr. INAGAWA gave a brief explanation of how to create an action plan in the morning, and each trainee worked on creating an action plan that would be presented later. In the afternoon, their presentations were made in the following order for each country.

- ① Cambodia/Mr. Voha: Demonstration of original Sequence Control, 2nd grade assignment, presentation of the action plan

- ② Vietnam/Mr. Hieu: Demonstration of original Sequence Control, 2nd grade assignment, presentation of the action plan
- ③ Cambodia/Mr. Sidan: Presentation of the issues and future solutions for the national certification of Sequence Control
- ④ Vietnam/Ms. Hoi: Presentation on the situation of the national certification system in Vietnam and national certification in the future

At the summary/closing ceremony, the certificate was given to each trainee.

On behalf of the organizers, Mr. TSUCHIDA, Secretary General of SESPP, Office Manager of JTB Corp. Kasumigaseki Division, and Mr. TOKIWA, Director of Overseas Cooperation Office of MHLW, gave greetings.

Both Mr. INAGAWA and Mr. YASUHARA gave comments on the whole, and collected the questionnaires from the trainees.

<Review>

Mr. SEINO: Three participants from Cambodia and one from Vietnam who attended the SESPP were excellent and highly motivated. The lecturers also became enthusiastic. I would like you to share this experience with your students when you return to your countries.

Mr. INAGAWA: They were able to create an original assignment in the last two weeks.

Request to Ms. Hoi and Mr. Sidan: As the other trainees are able to create the 2nd grade assignment, please set the venue of the skills test by all means.

Mr. YASUHARA: I was in charge of teaching practical skills for 4 days. Two of the 4 days were spent practicing Japanese practical test questions. After returning to each country, I would like you to use your own words to promote the establishment of the system.

We were told that the trainees were able to understand the contents of the lecture in depth because interpreters for Vietnamese and Khmer were arranged this time. In addition, the trainees were able to learn quickly and effectively by providing both one PLC from Mitsubishi Electric and one PC for each trainee. In the preparation process, Mr. YASUHARA gave us a positive evaluation, and it was a highly satisfactory training for the trainees.