

SKILLS EVALUATION SYSTEM  
PROMOTION PROGRAM (SESPP)

# REPORT ON THE TRAINING SESSION IN VIETNAM

Experts	Mr. TAKAHATA Norimasa / TOYOTA MOTOR CORPORATION
Period	Monday, October 21, 2019 ~Friday, October 25, 2019
Venue	Ho Chi Minh City, Socialist Republic of Vietnam Ho Chi Minh Vocational College of Technology (HVCT)
Training course	Skills Assessor Training (SAT), Skills Evaluation Trial (SET)
Trade & Grade	Milling, 3rd grade

**October, 2019**

# Outline of Results

## 1. <SAT>

**Number of participants: 9 / Number of completed participants: 9**

## <SET>

**Number of assessors: 9**

**Number of examinees: 9 / Successful applicants: 0**

## 2. Schedule

Date & Time	Contents
Oct. 21 (Mon) 8:30 AM ~4:30 PM	<b>【Skills Assessor Training (SAT) Day 1】</b> Opening ceremony ・ Schedule and notification <b>【Skills Assessor Training (SAT)】</b> ・ Explanation from the attendant based on “Text for Japanese Vocational Ability Assessment System” ・ Lecture by the expert based on “Text for Pre-Lecture for Assessor” <b>【Confirm the venue of the Trial】</b> ・ Confirm the venue and preparations Question & answer
Oct. 22 (Tue) 8:30 AM ~4:30 PM	<b>【Skills Assessor Training (SAT) Day 2】</b> <b>【Skills Assessor Training (SAT)】</b> ・ Allocation of roles in the Trial ・ Explanation about the contents of check-sheet (assessor) <b>【About Implementation of theoretical test】</b> ・ Explanation about implementation guideline of the theoretical test <b>【About processing】</b> ・ About distributed materials and important points when processing <b>【Role Play】</b> ・ Role play of reception, instructor at the venue of practical skill test (the other assessors acted as examinees). <b>【Explanation about the way of assessing】</b> ・ Comments about appearance-emphasis (subjective) assessment and examples of deduction based on the subject of the parts, created at HVCT

Oct. 23 (Wed) 8:30 AM ~4:30 PM	<b>【Skills Assessor Training (SAT) Day 3】</b> <b>【Skills Assessor Training (SAT)】</b> <ul style="list-style-type: none"> <li>· Grouping and roles for assessment</li> </ul> <b>【Demonstration of assignment creation】</b> <ul style="list-style-type: none"> <li>· Preparation before work (prepared as a reference of layout of workbench in the practical test)</li> </ul> <ul style="list-style-type: none"> <li>· Assignment creation</li> </ul> <b>【Venue preparation at each venue】</b> <ul style="list-style-type: none"> <li>· Practical skills test venue <ul style="list-style-type: none"> <li>· Lack of tools and measures. Since the key of the workbench was missing, it took more time than expected to prepare the venue.</li> </ul> </li> <li>· Theoretical test venue <ul style="list-style-type: none"> <li>· Since this venue was used also as practical skills test venue, layout only for the theoretical test was produced.</li> </ul> </li> </ul>
Oct. 24 (Thu) 8:30 AM ~4:30 PM	<b>【Skills Evaluation Trial (SET) Day 1】</b> Opening ceremony <div> <b>【Theoretical test】</b> <ul style="list-style-type: none"> <li>· Reception</li> <li>· Explanation</li> <li>· Test</li> <li>· Scoring</li> </ul> </div> <div> <b>【Preparation for the venue of practical skills test】</b> <ul style="list-style-type: none"> <li>· Preparations, final confirmation of construction condition</li> <li>· Practiced machine operation in each trial group.</li> <li>Hearing from all participants, each 15 minutes.</li> </ul> </div> Machine maintenance in the theoretical venue <b>【Trial of practical skills test】</b> Assignment creation in the 1 <sup>st</sup> group (maximum time, cleaning implemented)
Oct. 25 (Fri) 8:00 AM ~4:00 PM	<b>【Skills Evaluation Trial (SET) Day 2】</b> <b>【Skills Evaluation Trial (SET)】</b> Assignment creation in the 2 <sup>nd</sup> group (maximum time, cleaning implemented) Due to trouble with his tool, 1 examinee had extended time. Cleaning of practical skills test venue and recovered. <b>【Practical skills assignment scoring】</b> <ul style="list-style-type: none"> <li>· Layout of venue</li> <li>· Reconfirmation of assessment</li> <li>· Explanation of the way of disqualification and judgement of disqualified</li> <li>· Explanation about appearance-emphasis (subjective) assessment and actual assessment.</li> <li>· Measurement and judge of assignment in each group</li> <li>· Explanation about how to fill in the papers</li> <li>· Questionnaire for the assessors</li> <li>· General summary</li> </ul>

### 3. Reviews

Since half of the participants had experience of Turning assessment, the training course generally could be processed smoothly by making pairs of an experienced person and an inexperienced person.

I could feel the sense of unity by the assessors that they wanted to make the trial successful.

I observed from the point of view, based on the contents of assessor certification check sheet, although this was not the main purpose. Each assessor understood the contents and managed, although I recognized some situations with problems. Assessor certification in the future can be expected.

Regarding the contents of explanation to the examinees or contents that I was to carry out, I had some situations that some assessors told me the same idea as mine or suggested me the same improvement plan as mine, before I expressed them. I could see their high sense of motivation and capability.

On the other hand, some assessors asked us that they wanted to be absent from the training course in the afternoon due to their business conference or some assessors joined the training course late, which made the attendant feel embarrassed (I heard that the same kinds of situation happened in some training course in same countries) .

Some examination sites were not ready as the schedule I had received beforehand, which accordingly made the schedule adjusted drastically. I feel sorry but some contents which should have been the purpose of the course could not be achieved. I hope that it will be achieved in the next training course.

Since the materials which had been provided were not understood properly, measuring instruments for the site preparation based on the implementation procedure or assignments to use in the practice were not prepared.

Regarding these points, the situation was different from one in Hanoi, and I think that if there were institutions (such as JICA etc.) or persons in charge, who took care of, the course would have been more in-depth.

There is no problem with machines to be used, however, the quantity of tools and measuring instruments is insufficient. This time, some problems could have been avoided if there were spare tools. If the quantity of tools and measuring instruments cannot be secured, the countermeasures can be thought such as increasing of the number of the tests. In any case, it is necessary to thoroughly inform and confirm the situation before visiting the site. I felt the examinees' lack of practice (one examinee told us that it was the first time he had done a task). I felt the necessity of practice time before the examination, establishment of practice method, correspondence to the theoretical test.

## 4. Results of questionnaire

< SAT >

◆Participants : 9 (Respondents : 8)

Satisfaction level:	Very satisfied	= 2	Satisfied	= 6	Neither	= 0
Usefulness level :	Very useful	= 6	Useful	= 2	Neither	= 0
Needs of continuation:	Must continue	= 4	Should continue	= 4	Neither	= 0

【Suggestions for improvement】

- I hope the number of participants will be increased.
- I hope the certificate will be accepted also in Vietnam.
- I want to request richer materials and more practice.
- Should provide direct funding for participants efforts.
- Financial support for the assessors' expenses such as accommodation and transportation expected.

【Opinions / comments / preferred training session for the future】

- I want to request the implementation of this training in various areas in the southern Vietnam.
- I want organizers' leaders to have consideration.
- Milling grade: 4    · Milling: 6    · CNC: 3

◆Manager

Needs of continuation:    Must continue    = 1

【Suggestions for improvement】

- We hope that we increase the quantity of examinee.

【Opinions / comments / preferred training session for the future】

- Turning grade 2 & 3, Milling grade 3

< SET >

◆Assessors : 9 (Respondents : 9)

Satisfaction level:	Very satisfied    = 2	Satisfied                = 7	Neither    = 0
Usefulness level :	Very useful        = 6	Useful                 = 3	Neither    = 0
Needs of continuation:	Must continue    = 5	Should continue    = 4	Neither    = 0
Improvement level:	Very improved    = 5	Improved             = 4	Neither    = 0

【Suggestions for improvement】

- Equipment and examination room should meet standards.
- Better preparation work to assess should be done.
- Should provide direct funding for skill assessors.
- I hope the sites of training program will extend to the areas near Ho Chi Minh City.
- Expenses for accommodation, transportation and meals for the assessors should be needed.

【Opinions / comments / preferred training session for the future】

- Turning: 4    · Milling: 5    · CNC: 2

◆Examinees : 9 (Respondents : 9)

Satisfaction level:	Very satisfied    = 8	Satisfied                = 1	Neither    = 0
Usefulness level :	Very useful        = 7	Useful                 = 2	Neither    = 0
Needs of continuation:	Must continue    = 6	Should continue    = 2	Must not continue    = 1

【Suggestions for improvement】

- I want this test to be carried out many times for the development of the industry and for better experiences of workers.
- I want to improve parallel block. (Insufficient quantity and inferior quality).
- Japanese millings should be used.
- I want to take tests with machines of better quality. The current machine has a lot of blur.
- I would like to be given practical assignments beforehand and would like to practice 3 times.
- I hope that this skills test will be carried out at least 3 times a year.
- For the next time, I hope that the quantity of the assessors will be balanced between south and north.

**【Opinions / comments / preferred training session for the future】**

・ Turning: 2 ・ Milling: 3 ・ Processing technology of NC ・ CNC: 1 ・ Cutting machine: 1 ・ EDM pressing: 1

**◆Manager**

Needs of continuation: Must continue = 1

**【Suggestions for improvement】**

- ・ We hope that we increase the quantity of examinee.
- ・ We will establish a center for the skill tests based on Japanese standards.

**【Opinions / comments / preferred training session for the future】**

・ Turning grade 2 & 3, Milling grade 3