

28th MHLW HRD Information (September 2014)

1 Report on “The Collaboration Training Course” of the ASEAN-Japan HRD Collaboration Programme

Ministry of Health, Labour and Welfare of Japan and Indonesian CEVEST (the Center for Vocational and Extension Service Training, Directorate General of Training and Productivity Development, Ministry of Manpower and Transmigration of the Republic of Indonesia) held “The Collaboration Training Course” of the ASEAN-Japan HRD Collaboration Programme from 1st to 10th September 2014 with support from JAVADA (Japan Vocational Ability Development Association). This training course has been implemented every year since 2004 based on the ASEAN-Japan Plan of Action which was adopted at the ASEAN-Japan Commemorative Summit Meeting in 2003.

This year, 8 persons in charge of HRD from Cambodia, Laos, Myanmar and Vietnam (CLMV countries)- 4 from private sector and 4 from public sector - were invited to participate in the 10-day training course held in Tokyo, Japan and Bekasi, Indonesia.

The theme of the training course was “Management of Vocational Training Institutions for Realizing “Decent Work”” with a special focus on “Development of Decent Work and Social Inclusion”, which had been decided in ASEAN-Japan Planning and Evaluation Working Group held at the venue of the 8th ASEAN+3 Labour Ministers Meeting in Nay Pyi Taw, Myanmar, on 20th May 2014.

The training course was full of activities including country report presentations, lectures from experts, site visits to public VT institutions and private companies.

Through lectures, the participants obtained knowledge on HRD policies and measures in Japan and Indonesia, particularly on how VT institutions and private companies develop workers’ vocational abilities through all stages of life. In addition, the participants had opportunities to see how these policies and measures are practiced through site visits including visits to a polytechnic college in Chiba, Japan and SCSK Corporation, an IT service company in Tokyo as well as PT. DENSO Indonesia, an electrical automotive component company in Jakarta.

Furthermore, participants also enjoyed cultural experiences including a visit to traditional temples in Asakusa, Tokyo and a visit to a national monument in Jakarta.

After returning to their countries, participants will organize a seminar to share what they learned in the training course and to discuss the enhancement of HRD system of their countries. The seminar will be held through December 2014 to January 2015 in each CLMV country and will be attended by a wide range of people concerned with HRD.

We wish that the training course would contribute to the promotion of HRD system in CLMV countries.

Finally, we would like to express our sincere appreciation to the Indonesian CEVEST for its cooperation. We would like to insert some comments below from Mr. Arief

Hafidiyanto, a VT instructor of the CEVEST. Participating in the training course both in Tokyo and in Bekasi as an Indonesian expert, he played an important role for the coordination of the Collaboration Training Course.

Comments from Mr. Arief Hafidiyanto (VT instructor of the CEVEST):

I feel fortunate to have attended a series of events in Japan and Indonesia. Even though only as an observer, but I could have the opportunity to exchange thoughts about the HRD system in my country with the system in Japan and CLMV. I was impressed with the enthusiasm of the participants from CLMV to gain experience and knowledge both in Japan and Indonesia.

While in Bekasi, Indonesia, I wanted the participants and JAVADA staff to feel at home and enjoy a schedule that had been developed. I strove to ensure all runs smoothly both for lectures and site visits (CEVEST and PT. DENSO). On the last day, I saw participant's exposure to the action plan related with conducting seminars in their respective countries. All of them wanted to do for the optimal results.

In order to vary the training course, a committee in the CEVEST also invited them go around Jakarta, about 20 kilometers from Bekasi. We visited Monas (landmark of Jakarta), Kota Tua (the old city) and ate Nasi Goreng. After closing ceremony in the CEVEST, we had great fun singing and dancing together. Many were impressed with some kind of Indonesian dance we did together.

Upon farewell, it was not easy. We were already familiar with each other. Although they would return to their respective countries, basically we all have the same goal. It is to develop a better HRD system.

Participants of the training course from CLMV countries:

- Mr. Sambath Tann, Vice Chief of Office, Department of TVET Management, Ministry of Labour and Vocational Training, Cambodia
- Mr. Pang Poty, TVET Officer, Assistant to the Head Master, Don Bosco Technical School Phnom Penh, Don Bosco Foundation of Cambodia
- Mr. Inthavone Singdala, Technical Officer, Department of Skills Development and Employment, Ministry of Labour and Social Welfare of Lao PDR
- Mr. Phonethip Phonlevong, Technical Officer, Administration-Finance Division, Lao National Chamber of Commerce and Industry
- Ms. Tin Tin Htay, Director, Employment and Training Division, Department of Labour, Ministry of Labour, Employment and Social Security, Myanmar
- Mr. Myint Zaw, TVET Unit / Central Executive Committee, Union of Myanmar Federation of Chamber of Commerce and Industry (UMFCCI)
- Ms. Pham Thi Minh Hien, Deputy Head, Division of Vocational Training Accreditation Agency, Vocational Training Accreditation Agency, General Directorate of Vocational Training, Ministry of Labour, Invalids and Social Affairs, Vietnam
- Mr. Phan Thanh Hai, Chairman/Principal, LADEC Vocational Training College, Vietnam

Site visit to a polytechnic college in Chiba, Japan



Closing ceremony at the Indonesian CEVEST



2 Report on “The Workshop on Skills Evaluation Method”

From 28th July to 4th August 2014, “The Workshop on Skills Evaluation Method” was held in Tokyo. This workshop was an activity conducted under “The Skills Evaluation System Promotion Program (SESPP)” by Ministry of Health, Labour and Welfare of Japan with support from JAVADA. This program has been implemented since 2002 and promoting Japanese-style skill evaluation system in Asian countries, in particular, national trade skills test. The program is now being carried out for 7 countries (Cambodia, India, Indonesia, Laos, Myanmar, Thailand and Vietnam).

The purpose of this 8-day workshop was to provide know-how on making skill standards and conducting trade skills test. This year, 26 persons in charge of developing skill standards and making test questions were invited from these countries to participate in the workshop which dealt 3 job trades; ‘Electronic Equipment Assembly’, ‘Plaster Work’ and ‘Mechanical Inspection’.

The workshop was composed of activities including lectures from experts, study visits, test questions making exercises and report presentations. During the workshop, the participants were divided into three groups in accordance with the job trade in which each participant has expertise. Therefore, many activities were conducted by the each job trade. For example, the group of ‘Electronic Equipment Assembly’ visited an office of Mitsubishi Electric Corporation, a private company which manufactures electrical and electronic products and systems and trains its employees to be prepared for national trade skills test for the relevant job trade. On the other hand, the group of ‘Plaster Work’ visited an actual

construction site where the group saw practical techniques which they should know in order to make test questions.

On the last day, participants made presentations about test questions which they made based on the knowledge acquired during the workshop.

Skill evaluation system, in particular trade skills test, is an effective tool to enhance the social recognition of skills and contributes to the promotion of workers' skills and status. Therefore, we wish that participants would utilize the knowledge obtained from the workshop to develop a skill evaluation system in their countries. We also wish that the countries supported under SESPP would introduce a Japanese-style national trade skills test to their skill evaluation systems.

Opening ceremony



Site visit to a private company



3 HRD measures in “Japan Revitalization Strategy”

In Japan, the Second Abe Cabinet was inaugurated in December 2012 and the Cabinet formulated its growth strategy “Japan Revitalization Strategy” in June 2013. After a year, the Cabinet revised the Strategy this June. This Strategy is the highest policy document in Japan which was endorsed by the Cabinet.

The Japanese economy is on the way to recovery. In order to achieve a sustainable economic growth in Japanese society which is experiencing aging population and globalization, our employment policies must be tailored to “support growth.”

The key for Japan to sustain its long-term growth rate is to maintain the size of its working-age population and improve its labour productivity by creating a working environment favorable to women and the elderly and where motivated and capable young persons can look forward to their future.

To this end, through the revised “Japan Revitalization Strategy”, the Government of Japan has been pursuing various policies to reinforce its human resources capabilities and build an inclusive society where everyone can participate and contribute.

In this issue of MHLW HRD Information, we would like to introduce measures in the field of human resources development which were specified in the revised “Japan Revitalization Strategy”.

(1) Fundamental reform of the Job-Card system (from the Job-Card to a career passport system (tentative name))

Japan introduced a Job-Card system in FY2008, the main purpose of which was to promote workers’ transition to stable employment through promotion of matching between job seekers and companies, and acquisition of the practical vocational abilities. The card holders are provided with practical training which is a combination of workplace based training and training institution based lectures. Individually tailored career consulting is also provided. In addition, the card can be used for job searches as it records information including work experiences and results of vocational training (Please refer to the attached paper “Overview of Job-Card System”).

Regarding this Job-Card, the Government will fundamentally reform the concept and format, re-launching it as a “Career Passport” (tentative name) which people can begin using when working during their student years and which specifies their duties, achievements, experience, and skills. At the same time, the Government will examine measures to popularize the Career Passport.

(2) Reform of vocational ability evaluation system

To maximize the function of the labour market in matching workers with jobs, it is necessary to facilitate objective comparison of the vocational skills required by industries and those possessed by individual workers. To this end, in addition to reforming national trade skills tests and promoting the use of such tests, the Government will promote the systematic improvement and expansion of practical tests organized by industry groups in the service sector and the integrated management of these tests and education and training programs by providing support to the groups concerned.

(3) Improving the system of career consulting

“Career consulting” is a consultation service provided in accordance with each worker’s aspiration, so that each individual can plan his/her occupational life based on the aptitude and work experience. Based on such plan, each individual can choose his occupation and develop vocational abilities effectively as well. Those who provide such consultations, namely career consultants, need to be easily accessible by workers who are reviewing their vocational experience and skills, and seeking opportunities to advance up the career ladder or change careers. Therefore, the Government will formulate a career consultant training plan in order to steadily cultivate career consultants. In addition, the Government will study and reach a conclusion on the provision of incentives to use career consultants.

(4) Promoting the best mix of vocational training that meets the needs of industry

The Government will conduct rigorous checks of the usefulness of vocational training programs in each region, taking into account the needs of industry. Through

these checks, it will promote efforts to improve the content of education and training and achieve the best mix of vocational training, taking advantage of the merits of various types of training, including employment-type training. At the same time, in order to ensure that all education and training organizations commissioned or certified by administrative organizations establish systems to improve the quality of training tailored to the needs of companies, etc. through the PDCA cycle, the Government will hold seminars nationwide concerning guidelines for vocational training services that meet international standards. Moreover, the Government will conduct surveys and research concerning the objective analysis of the effects of training and will reform vocational training in light of the results.

“Japan Revitalization Strategy” also specifies promotion of comprehensive measures aimed at the employment and nurturing of the young people. Reinforcement of employment support for those classed as not in education, employment or training (NEET) and enhancement of vocational education and training opportunities for the young people are included as HRD measures in those comprehensive measures.

Overview of Job-Card System

Purpose

The purpose of the Job-Card system is to promote workers' transition to stable employment through promotion of matching between job seekers and companies, and acquisition of the practical vocational abilities. Merits of this system are as follows:

- ① Implementation of career consulting utilizing the Job-Card by career consultants with expertise
- ② Provision of practical training (Vocational Ability Formation Program), which is a combination of workplace based training and training institution based lectures
- ③ Utilization of the Job-Card in job searches, which records information including work experiences and vocational ability evaluations after vocational training. The information is compiled through career consulting.

