

## MHLW HRD Information (December 2014 / 29th issue)

### 1 ASEAN Vocational Training Instructor's Manual Seminar in Malaysia

From November 10 to 21, 2014 in Shah Alam, Malaysia, the MHLW (Ministry of Health, Labour and Welfare, Japan) and Malaysia's CIAST (Centre for Instructor and Advanced Skill Training) in collaboration with JAVADA (Japan Vocational Ability Development Association) held ASEAN Vocational Training Instructor's Manual Seminar (hereafter, the manual is referred to as "GAIN", an acronym for "Guide for ASEAN Instructors"). This seminar, a part of a three-year project which was started from 2013, was the second one following the first seminar held last December.

The goal of this seminar is to disseminate GAIN to vocational training instructors and to contribute to the improvement of the administration and evaluation of VT in the ASEAN countries (Cambodia, Indonesia, Laos, Myanmar, Malaysia, the Philippines, Thailand and Vietnam). Main content of this year's seminar was "Setting up of training course".

A Japanese expert, Mr. Atsunori Kume, a member of GAIN Development Committee, conducted a 10 day seminar based on GAIN for 11 VT concerned personnel (one participant from each country; Cambodia, Indonesia, Laos, Myanmar, the Philippines, and Vietnam, two participants from Malaysia, three participants from Thailand). Also one Malaysian counterpart personnel assisted this seminar.

The seminar was comprised of three parts; lecture, group discussion and presentation corresponding to each element of GAIN. Additionally, the participants visited two sites; CIAST and ADTEC (Advanced Technology Training Center) at Shah Alam. During the seminar, the participants learned a lot in line with GAIN contents. In particular, curriculum development and development of training evaluation received good reviews.

At the end of the seminar, all participants made presentations of their action plans and they are expected to disseminate the key elements of GAIN in their home countries based on the action plans.

For the next step, new contents will be added into GAIN and hopefully the improved GAIN will be disseminated more widely.

Note: For more details of GAIN, please visit the following JAVADA's website:

<http://www.javada.or.jp/kokusai/asean/eng.html>

Photo session



Lecture scene



## **2 National Skills Competition**

The National Skills Competition was held from November 28 to December 1, 2014 and young skilled workers competed for the national number one position in the field of “skills”. The competition was hosted by the MHLW, JAVADA and Aichi prefectural government.

The competition serves as a place where skilled workers under 23 years of age, who won local preliminaries, compete with each other over their skills accomplished through daily efforts and upgrade the skill levels. In addition, the competition also offers an opportunity for appealing the importance of skills to the general public, thus raising social respect for skills. In Japan, the competition, which plays the aforementioned important roles, has been held every year since 1963.

Moreover, the competition functions as a trial for the biennial WorldSkills Competition. The champion in each trade category of this year’s National Skills Competition will be selected as a member of the national team attending the 43<sup>rd</sup> WorldSkills Competition which will take place in São Paulo, Brazil, next August.

In this year’s National Skills Competition, 1,200 young skilled workers from almost all prefectures in Japan, the largest number of participants ever, attended and competed in 41 trade categories in such industries as manufacturing, construction, IT, service/fashion. Then, the champion and higher ranking winners were decided in each trade category.

The MHLW is going to continuously promote “skills” in the country through this kind of skill competitions.

Trade categories (41 in total)

Machinery related categories (8)	machine assembling, punching die, precision machine assembling, machine drafting, lathe, milling machine, wooden mold making, automobile mechanic
Metal related categories (5)	construction steel work, electric welding, automobile sheet metal, sheet metal bending, auto body painting
Construction/building related categories (10)	tile laying, plumbing, mason, plastering, furniture, fixtures, building carpentry, landscaping and gardening, refrigeration and air conditioning technics, scaffolding
Electronics related categories (4)	mechatronics, electronic equipment assembly, electric mechanic, factory electric facilities
IT related categories (3)	IT network system management, Information network cabling, web design
Service/fashion related categories (11)	precious metal accessories, flower arrangement, hairdressing, barber, dressmaking, cakes and pastries, western dish cooking, kimono making, Japanese food cooking, restaurant service, watch and clock repair

## **3 Results of the Fiscal 2013 Basic Survey of HRD**

The MHLW conducts the Basic Survey of Human Resources Development every year since FY2001 and publishes its results. This survey aims to show the current state of the

country's companies and business establishments, and human resources development of their workers, categorized by regular and non-regular employees.

The survey is comprised of three sub-surveys: 1) Company Survey, where company policies for human resources development are researched; 2) Business Establishment Survey, where state of education and training at business establishments is researched; and 3) Individual Survey, where state of education and training for individual workers is researched.

The results of the survey serve as basic data when the MHLW deliberates policy measures.

From the results of FY2013 survey, it was concluded that the trend in expenses spent by companies for HRD such as off-the-job training was expected to rise.

We translated the results of the Fiscal 2013 Basic Survey into English and posted it on our website. If you are interested to read it in detail, please click the following URL:

<http://www.mhlw.go.jp/english/policy/development/01/pdf/12.pdf>