

## **MHLW HRD Information (July 2015 / 31st issue)**

### **1. Results of Planning and Evaluation Working Group for ASEAN-Japan HRD Collaboration Programme 2015**

The ASEAN-Japan HRD Collaboration Programme has been implemented based on an action plan adopted at the ASEAN-Japan Commemorative Summit in 2003. In the action plan, it was specified that Japan would hold seminars on enhancement of HRD system for Cambodia, Laos, Myanmar and Vietnam (hereafter referred to as “CLMV countries”) in collaboration with Indonesia, Malaysia, Thailand and the Philippines (hereafter referred to as “partner country”) in order to strengthen support for the realization of Initiative for ASEAN Integration (IAI) and other regional and sub-regional endeavors to narrow gaps in ASEAN to expedite regional integration.

Under the ASEAN-Japan HRD Collaboration Programme, every fiscal year since FY2004, Collaboration Training Course and CLMV National Seminars have been conducted. The Collaboration Training Course provides participants from the CLMV countries with experiences and know-how of Japan and a partner country regarding HRD system, and the CLMV National Seminars offer a place where the participants of the Collaboration Training Course report what they learned in Japan and a partner country to wider audiences. Later on, the ASEAN-Japan HRD Collaboration Programme was expanded to feature new activities, namely, ASEAN-Japan Technical Meeting on Competency Standards and development of a manual for vocational training instructors in ASEAN member states.

In order to evaluate the results of activities under the ASEAN-Japan HRD Collaboration Programme of FY 2014 (April 2014 - March 2015) and to discuss future activities including a programme plan of FY2015 (April 2015 - March 2016), “Planning and Evaluation Working Group for ASEAN-Japan HRD Collaboration Programme 2015” (hereafter referred to as “HRD WG”) was held at Sofitel Philippine Plaza Hotel, Manila, the Philippines on May 8, 2015. The HRD WG has been held every fiscal year to let ASEAN Member States participate in the management of the ASEAN-Japan HRD Collaboration Programme, and this fiscal year, the HRD WG was held in the sidelines of the ASEAN+3 Senior Labour Officials Meeting.

This fiscal year’s HRD WG was co-chaired by Mr. Myo Aung, Permanent Secretary, Ministry of Labour, Employment and Social Security of Myanmar and Mr. Tomohiro Uchino, Deputy Director, Overseas Cooperation Division, Human Resources Development Bureau, Ministry of Health, Labour and Welfare (MHLW) of Japan.

The HRD WG was composed of 3 parts: “ASEAN-Japan HRD Collaboration Training Course and CLMV National Seminars”, “ASEAN-Japan Technical Meeting on Competency Standards” and “Vocational Training Instructors Manual for ASEAN (GAIN)”. The summary of results is as described below:

**(1) ASEAN-Japan HRD Collaboration Training Course and CLMV National Seminars**

- a. Mr. Junichiro Kurashige from MHLW of Japan provided background information of the Collaboration Training Course and the CLMV National Seminars, the results of the Collaboration Training Course and the CLMV National Seminars in FY2014, and proposed the theme and the schedule of the Collaboration Training Course in FY2015 and activities after FY2015.

The proposed theme and schedule of the Collaboration Training Course in FY2015 were as below.

- Theme: Equal Opportunities for Women and Men in Education, Training and Lifelong Learning
- Schedule: From July 13 to 22, 2015 in Japan and the Philippines\*.

\*After the Collaboration Training Course in July, National Seminars follow between December 2015 and January 2016 in CLMV respectively.

The proposed activities after FY2015 were as below:

- Japan continue the Collaboration Training Course and the CLMV National Seminars from FY2016 onward.
- The next 4 years from FY2016 to FY2019 be set as a new 4-year-phase.
- The theme for each fiscal year’s Collaboration Training Course be set in consideration of the opinions from the ASEAN Member States.

After the proposal, he made a presentation related to the theme of FY2015. He explained how “Equal Opportunities for Women and Men in Education, Training and Lifelong Learning” is implemented in Japan.

- b. Ms. Maria Clara Ignacio, ASEAN expert (Center Chief, TESDA Women’s Center of the Philippines. She attended from the Philippines which will be the partner country for the Collaboration Training Course in FY2015) gave a lecture based on the theme “Equal Opportunities for Women and Men in Education, Training and Lifelong Learning”. She explained how “Equal Opportunities for Women and Men in Education, Training and Lifelong Learning” is implemented in the Philippines, particularly from the viewpoint of vocational training along with the outline of TESDA and its Women’s Center.
- c. After the presentations by the two persons, Q&A session followed. After the Q&A session, the proposed theme and schedule of the Collaboration Training Course in FY2015 and the proposed activities after FY2015 were adopted..

**(2) ASEAN-Japan Technical Meeting on Competency Standards**

Mr. Kenichi Kamae, Director General, International Cooperation Project, Japan Vocational Ability Development Association (JAVADA) made a presentation about the

outline and the results of the Technical Meeting on Competency Standards in February 2015, and the schedule of FY2015. He explained that the objective of this technical meeting is to share knowledge and experiences on competency standards in Japan with ASEAN Member States. He announced that there would be a 3-day meeting in February 2016 in Japan which consists of lectures and site visits to private companies. In the meeting in February, he added, competency standards of 3 different industries will be introduced to the participants.

### **(3) Vocational Training Instructors Manual for ASEAN (GAIN)**

Mr. Tomohiro Uchino from the MHLW made a presentation about the outline and the results of the Vocational Training Instructors Manual for ASEAN in FY2014 and explained the schedule of FY2015 and beyond. He announced that there would be a 10-day training course in November 2015 in Malaysia in which the participants learn the content of a newly developed volume of the manual, “Instruction Technique of Class (to be decided)”. He also hoped if the manual, which is currently translated only in English, would be translated into other languages in Southeast Asia.



Meeting Scene



Photo Session

## **2. Japan’s International Cooperation Activities in FY2015**

The Overseas Cooperation Division of MHLW has been implementing several international cooperation activities in the HRD field to other countries, mainly Asian countries. Here is the schedule of some of our activities in FY2015 (April 2015 - March 2016):

### **(1) Skills Evaluation System Promotion Program (SESPP)**

#### **a. Objective**

Objective of SESPP is to support the development of skill evaluation system in the following Asian countries through promotion of Japanese-style National Trade Skills Test: Cambodia, India, Indonesia, Laos, Myanmar, Thailand and Vietnam.

Main activities conducted under SESPP are “Workshops on Skills Evaluation Method”, “Skills Assessors Training”, “Skills Evaluation Trials” and “Public-Private Joint Committee”.

“Workshops on Skill Evaluation Method” provide training to those who are in charge of developing skill standards and making test questions, and “Skills Assessors Training” provides training to those who perform as examiners at test sites and mark the tests.

“Skills Evaluation Trials” are skill evaluation tests on a trial basis conducted by the trainees who participated in the training.

b. Plan of FY2015

- (a) **Workshops on Skills Evaluation Method** are planned to be implemented from October and November 2015 in Japan and 2 supported countries (for the following 4 work/trades: Mechanical Inspection, Power Distribution and Control Panel Assembly, Sequence Control, Plaster Work)
- (b) **Skill Assessors Training** is planned to be implemented from May 2015 to February 2016 in Japan and 5 supported countries (for the following 7 work/trades: Mechanical Inspection, Power Distribution and Control Panel Assembly, Electronic Equipment Assembly, Information Network Cabling, Lathe, Milling Machine, Metal Press)
- (c) **Skill Evaluation Trials** are planned to be implemented from June 2015 to February 2016 in all the supported countries (for the following 9 work/trades: Mechanical Inspection, Power Distribution and Control Panel Assembly, Sequence Control, Plaster Work, Electronic Equipment Assembly, Information Network Cabling, Lathe, Milling Machine, Metal Press)



Study Visit during Workshops on Skills Evaluation Method in FY2014

**(2) ASEAN-Japan HRD Collaboration Training Course and CLMV National Seminars**

a. Objective

Objective of ASEAN-Japan HRD Collaboration Training Course and CLMV National Seminars is to strengthen support for the realization of Initiative for ASEAN Integration (IAI) and other regional and sub-regional endeavors to narrow gaps in ASEAN to expedite regional integration. The Collaboration Training Course provides participants from the CLMV countries with experiences and know-how of Japan and a partner country\* regarding HRD system, and the CLMV National Seminars offer a place where the participants of the Collaboration Training Course report what they have learned in Japan and a partner country to wider audiences.

b. Plan of FY2015

- (a) **Collaboration Training Course** will be conducted from July 13 to 22, 2015 in Japan and the Philippines (5 days in Japan and 3 days in the Philippines with a

weekend in between), based on the theme: “Equal Opportunities for Women and Men in Education, Training and Lifelong Learning”.

(b) **National Seminars** will be conducted between December 2015 and January 2016 in CLMV respectively.

\*“Partner country” is either Indonesia, Malaysia, Thailand or the Philippines. One of the four countries becomes a partner country for one year on a rotation basis.



Study Visit during Collaboration Training Course in FY2014

### **(3) ASEAN-Japan Technical Meeting on Competency Standards**

#### a. Objective

Objective of ASEAN-Japan Technical Meeting on Competency Standards is to share knowledge and experiences on competency standards in Japan with ASEAN member states.

#### b. Plan of FY2015

There will be a 3-day meeting in February 2016 in Japan which consists of lectures and site visits to private companies. In the meeting, Japanese competency standards of 3 different industries will be introduced to the participants.



Lecture Scene during Technical Meeting in FY2014

### **(4) Development and Dissemination of Manual for Vocational Training Instructors in ASEAN**

#### a. Objective

Objective of this activity is to disseminate a vocational training instructor’s manual in the ASEAN region (Guide for ASEAN Vocational Training Instructors (GAIN)), which has been developed under this project, to vocational training instructors and to contribute

to the improvement of the administration and evaluation of VT in the following ASEAN member states: Cambodia, Indonesia, Laos, Myanmar, Malaysia, the Philippines, Thailand and Vietnam

b. Plan of FY2015

There will be a 10-day training course in November 2015 in Malaysia in which the participants learn the content of a newly developed volume of the manual, “Instruction Technique of Class (to be decided)”



Lecture Scene during Training Course in FY2014

**(5) APEC Skills’ Training Program**

a. Objective

Objective of APEC Skills’ Training Program is to provide local people in APEC region with a series of training which promote achievement of basic vocational skills. These training take place at local Japanese affiliated companies and they provide the facilities and knowhow.

b. Plan of FY2015

There will be training courses respectively in Indonesia, Malaysia and another country (Thailand or Vietnam). The timing of these training courses will be decided later this year.

**(6) Capacity Building Program for Vocational Training Instructors**

a. Objective

Objective of Capacity Building Program for Vocational Training Instructors is to upgrade capacity of vocational training instructors in Asian countries. Under this program, vocational training instructors are accepted to Japan and provided with essential skills and knowledge such as career consulting and planning of vocational training course.

b. Plan of FY2015

Regarding the training course of 2015-2016, training has been provided to two vocational training instructors, one from Thailand and the other from Malaysia, from April 2015 at Polytechnic University in Tokyo. The training course will finish in March 2016.

Regarding the training course of 2016-2017, candidates for the trainees will be sought from Indonesia, Cambodia, Sri Lanka, Thailand, the Philippines, Vietnam, Malaysia and Laos, and then the trainees will be selected by the end of 2015. A Japanese language course is planned to be conducted from January through March 2016.