

MHLW HRD Information (March 2015 / 30th issue)

1. National Seminars in CLMV countries under ASEAN-Japan HRD Collaboration Programme

The Ministry of Health, Labour and Welfare, Japan (MHLW) has been implementing various support programmes for ASEAN countries. The ASEAN-Japan HRD Collaboration Programme is one of those programmes and has been implemented since 2004. This programme is based on an action plan adopted by the ASEAN-Japan Commemorative Summit in 2003 which specified that Japan would hold seminars on enhancement of HRD system for the CLMV countries (Cambodia, Laos, Myanmar, and Vietnam) in collaboration with Indonesia, Malaysia, the Philippines and Thailand.

Last September, under this programme, a collaboration training course was conducted in Japan and Indonesia in which 8 persons from the CLMV countries participated under the theme: "Management of Vocational Training Institutions for Realizing "Decent Work"-Development of Decent Work and Social Inclusion". In the scheme of the ASEAN-Japan HRD Collaboration Programme, National Seminars are designed to be organized by the participants of the collaboration training course in their home countries with financial assistance from Japan, in order to share the knowledge and information obtained in the collaboration training course.

In this context, from December 2014 through January 2015, National Seminars were held in the CLMV countries, in which presentations from related persons including Japanese experts and active discussions took place.

The MHLW would like to express its gratitude to those who organized or participated in National Seminars and also wishes that these activities would lead to enhancement of HRD system of the CLMV countries.

Lastly, the summary of each National Seminar is as follows:

Vietnam

Date: December 4, 2014

Venue: LADEC Vocational Training College of Technique and Technology

Theme: Vocational Training Development for Realizing Decent Work- Experiences from
Japan and Indonesia

Number of participants: Approximately 80 persons

Main participants (Vietnamese side only):

- Mr. Phan Thanh Hai, Chairman/Principal, LADEC Vocational Training College
- Mr. Hoa Thank Nien, Deputy Director, Department of Labour, Invalids and Social Affairs, Long An
- Mr. Phan Chinh Thuc, Vice President, Vietnam Vocational Training Association & Social Work
- Mr. Tran Huu Phuoc, ex-Vice Chairman of Long An Province



(lecture scene)



(group photo)

Myanmar

Date: December 17, 2014

Venue: MICT Park

Theme: Effective and Practical Initiative of Myanmar Vocational Training System and Skill Development

Number of participants : Approximately 80 persons

Main participants (Myanmar side only):

- Mr. Myo Aung, Director General, Department of Labour, Ministry of Labour, Employment and Social Security
- Ms. Tin Tin Htay, Director, Department of Labour, Ministry of Labour, Employment and Social Security
- Ms. Khin Mar Aye, Assistant Director, Skills Training Center, Ministry of Labour, Employment and Social Security
- Mr. Myint Zaw, Central Executive Committee, Union of Myanmar Federation of Chamber of Commerce and Industry



(group discussions)



(group photo)

Cambodia

Date: January 20, 2015

Venue: Cambodiana Hotel

Theme: Sharing Experience of HRD of Decent Work and Social Inclusion, Japan and Indonesia

Number of participants : Approximately 100 persons

Main participants (Cambodian side only):

- H.E Dr. Pich Sophoan, Secretary of State, Ministry of Labour and Vocational Training (MLVT)
- Mr. Tep Oeun, Deputy Director General, Department of Technical Vocational Education and Training Management, MLVT
- Mr. Khin Chantha, Director, Department of Technical Vocational Education and Training Management, MLVT
- Mr. Tann Sambath, Vice Chief of Office, Department of Technical Vocational Education and Training Management, MLVT
- Mr. Pang Poty, TVET Officer, Don Bosco Technical School Phnom Penh
- Mr. La Vibol, Director, PSE Institute, Pour un Sourire d'Enfant



(group discussions)



(group photo)

Laos

Date: January 28, 2015

Venue: Guest House of Ministry of Labour and Social Welfare

Theme: Development of Decent Work and Social Inclusion

Number of participants : Approximately 80 persons

Main participants (Lao side only):

- Mrs. Keo Chanthavixay, Deputy Director-General, Department of Skills Development and Employment, Ministry of Labour and Social Welfare (MoLSW)
- Ms. Sengdaovone Bangonesengdeth, Deputy Secretary, Lao National Chamber of Commerce and Industry (LNCCI)

- Mr. Khornsy Mahavong, Director, Skills Development Division, Department of Skills Development and Employment, MoLSW
- Mr. Bounpone Mountivong, Director, Division of Labour Policy and Planning, Department of Labour Management, MoLSW
- Mr. Inthavone Singdala, Technical Officer, Skills Development Division, Department of Skills Development and Employment, MoLSW
- Mr. Phonethip Phonlevong, Technical Officer, Administration-Finance Division, LNCCI



(group discussions)



(group photo)

2. ASEAN-Japan Technical Meeting on Competency Standards under ASEAN-Japan HRD Collaboration Programme

MHLW's ASEAN-Japan HRD Collaboration Programme consists of various support programmes for ASEAN. The ASEAN-Japan Technical Meeting on Competency Standards is one of them. This Technical Meeting has been held annually since 2014 and the aim of which is to provide information and experience of Japanese competency standards to ASEAN countries and to offer an opportunity to exchange the views not only between Japan and ASEAN countries, but also among ASEAN countries.

This year, 3rd ASEAN-Japan Technical Meeting on Competency Standards was held from February 17 to 19 in Tokyo, Japan in collaboration with Japan Vocational Ability Development Association (JAVADA) and was attended by 10 government officials from 9 ASEAN countries, namely Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Thailand and Vietnam.

During this 3 day meeting, participants learned Japanese competency standards of 3 industries – Electric Equipment Manufacturing Industry, Plastering and Tour Conducting Service. Regarding Electric Equipment Manufacturing Industry, participants visited a building/factory automation company called “Azbil”, which actually utilizes competency standards in its personnel evaluation.

The participants not only became familiarized with Japanese competency standards, but also had a chance to get a glimpse of how competency standards are being developed in ASEAN countries through country paper presentations. They also deepened their knowledge through group discussions which took place on the last day of the meeting.

As many of ASEAN countries are now developing their competency standards, the MHLW believes that this meeting would contribute to such activity in these countries.

The MHLW would like to extend its sincere thanks to all the participants who must have had hard time in Tokyo's cold winter weather.



(lecture scene)



(company visit)

3. Graduation/Completion Ceremonies at Polytechnic University

The MHLW started a scholarship program to accept international students in 1992 in order to contribute to the enhancement of the vocational training systems in Asian countries. This program has accepted students from Asian countries to Polytechnic University (PTU) in Japan who were expected to become vocational training instructors or officials of related public administration agencies such as Ministry of Labour after returning to their home countries. By March 2014, this program has sent off 254 graduates (234 bachelor course students and 20 master course students).

This year, a graduation ceremony was held at PTU in Tokyo on March 20 and 12 international students graduated from bachelor course under this program (See the table below).

The MHLW sincerely wishes that the new graduates will play a key role in the enhancement of the vocational training systems after returning to their home countries.

Although the MHLW stopped accepting new students after April 2012, a new program has been conducted since FY2013. This new program accepts vocational training instructors from Asian countries to Japan for 1 year and 3 months, and provides them with expertise such as instruction methods, career consulting methods and techniques required for planning/formulation of VT.

Under this program, 4 international VT instructors (two from Thailand and one each from Malaysia and Indonesia) attended the course at the PTU from January 2014. For these VT instructors, a ceremony which commemorated the completion of the course was held on the same day, March 20, with the graduation ceremony of the international students.

The MHLW also sincerely wishes that these VT instructors would perform as a mentor to other instructors in their home countries.

Table: Graduates of bachelor course FY2014

(unit: person)

Country	Apr. 2014 – Mar. 2015
	Bachelor Course
Cambodia	1
Indonesia	2
Laos	2
Malaysia	1
Sri Lanka	2
Thailand	2
Vietnam	2
Total	12

4. National Skills Grand Prix

In Japan, “the National Skills Grand Prix” has been regularly held since FY1981 and has been held once every two years since FY2002. In this Grand Prix, skilled workers selected from all over the nation compete for No.1 position of “Skill”.

The National Skills Grand Prix is a skill competition participated by skilled workers of all ages who passed advanced grades under the National Trade Skills Testing System*. The Grand Prix has been conducted with the aim of further advancing skills of these participants who become the basis of Japanese industries such as manufacturing. At the same time, it is also aimed at promoting skills in general and improving social status of skilled workers by showcasing the excellent skills to the general public.

This year, the 28th National Skills Grand Prix was held by the MHLW and other two organizations from February 20 to 23 with the main venue located in Chiba prefecture. In this Grand Prix, 444 skilled workers competed in 28 trade categories (See the table below) and a champion and higher ranking winners were decided for each trade category.

The winners were awarded with certificates and medals. Among the champions of all categories, those who achieved ‘particularly’ high results were awarded with certificates and plaques of Prime Minister’s Prize, and those who achieved high results with plaques of Prize of Minister of Health, Labour and Welfare.

The MHLW is determined to continue promoting “skills” in Japan through this kind of skill competitions.

Note: The National Trade Skills Testing System is a state system which examines the level of worker ability and issues official certificates. The system has been run since 1959 based on Human Resources Development Promotion Law.

Table: Trade categories (28 in total)

Textile related categories	die color correction work, women's wear making, men's wear making, kimono making, bedding manufacturing
Construction related categories	stone processing, building carpentry, roof tiling, tatami flooring, plumbing for a building, plastic-material floor finishing, carpeting floor finishing, wall decoration
Manufacturing related categories	turning machine, milling machine, machine assembling, furniture, fixtures, glazing, seal/woodwork engraving, picture mounting
General categories	precious metal accessories, garden ornamentation, surface finishing with paint, surface finishing with adhesive sheet, Japanese food, flower decoration, restaurant service