

MHLW HRD Information (March 2016 / 34th issue)

1. ASEAN Vocational Training Instructors Manual (GAIN: Guide for ASEAN Instructors)

From November 16 to 27, 2016 in Shah Alam, Malaysia, MHLW (Ministry of Health, Labour and Welfare, Japan) in collaboration with JAVADA (Japan Vocational Ability Development Association) and Malaysia's CIIAST (Centre for Instructor and Advanced Skill Training) held ASEAN Vocational Training Instructor's Manual Seminar (hereafter, the manual is referred to as "GAIN", an acronym for "Guide for ASEAN Instructors").

This year's seminar as a part of a three-year project, which was started from FY2013, was its third (final) one.

Development of GAIN is a part of the human resource development cooperation projects towards ASEAN integration. GAIN is to introduce the experience and know-how of the Japanese Vocational Training (VT) instructors in order to support the capacity building of workers, who play roles in economic development and also contribute to the improvement of the status of workers.

The objective 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).

The seminar was comprised of three parts: lecture of contents in GAIN, group discussion and presentation of Action Plan.

This year is the last year for the development of GAIN started from FY2013. GAIN is consisted of following topics.

- VT Purpose and Role of Concerned Personnel
- Management and Evaluation of VT
- Setting up a VT course
- Lesson Instruction Skills

GAIN contains the management knowhow of VT institutions, and VT courses, and the knowhow regarding instructions for practice and theoretical subjects accumulated by VT instructors. We hope that GAIN will serve as help for development of industrial human resources in ASEAN countries. We also desire that tireless efforts will be made so that all VT concerned personnel can make further contributions to the society with the use of GAIN while working with challenging and rewarding feelings.

We plan to disseminate GAIN to persons concerned human resource development through close cooperation with JICA trainees' Program.

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

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

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

MHLW has been implementing the ASEAN-Japan HRD Collaboration Programme since 2004. Over the years, a collaboration training course (hereafter referred to as “CTC”) and National Seminars in Cambodia, Laos, Myanmar and Vietnam has been conducted as a part of this programme.

Last July, the CTC was conducted in Japan and the Philippines, in which eight persons from CLMV countries participated. The theme of the CTC was “Management of Vocational Training Institutions for Realizing "Decent Work"- Equal Opportunities for Women and Men in Education, Training and Lifelong Learning”. Through the CTC, the participants obtained knowledge on HRD policies and measures in Japan and the Philippines, particularly on efforts which are associated with gender equality and women empowerment in the field of HRD.

In order to share the knowledge and information obtained through the CTC, National Seminars were organized in CLMV countries respectively from December 2015 through January 2016 by the CTC participants with financial assistance from Japan. Each National seminar attracted 50 to 130 participants.

In each National Seminar, HRD policies and measures of Japan and the Philippines were explained as well as situations and challenges which CLMV countries are facing. After the presentations, participants of the National Seminar were divided into groups and active group discussions took place on what they should do to achieve equal opportunities for women and men in the field of HRD.

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.

【Record of National Seminars in FY2015】

Vietnam

Date: December 8, 2015

Venue: Nam Dinh University of Technology Education (NUTE)

Theme: Vocational Training Development with Gender Equality – Sharing Experience of Japan, Philippines and Others

Number of participants: Approximately 130 persons

Main participants (Vietnamese side only):

- Dr. Dang Quyet Thang, Vice Rector of NUTE
- Mr. Nguyen Tien Hung, NUTE
- Mr. Doan Tuan Nam, Science Management and International Cooperation Department, NUTE
- Mr. Nguyen Thanh Son, V-Japan Investment and Trading Development JSC
- Ms. Do Thi Tuong Vi, Ministry of Labour, Invalids and Social Affairs
- Mr. Bui Minh Hien, Industrial Promotion Center Region 1
- Mr. Hoang Thap Muroi, Hanoi Industry University



(Lecture scene)



(Audiences)

Myanmar

Date: December 11, 2015

Venue: Union of Myanmar Federation of Chamber of Commerce and Industry (UMFCCI)

Theme: Equal Opportunities for Women and Men in Education, Training and Lifelong Learning

Number of participants : Approximately 120 persons

Main participants (Myanmar side only):

- Mr. Myo Aung, Permanent Secretary, Ministry of Labour, Employment and Social Security
- Ms. Khin Mar Aye, Deputy Director, Department of Labour, Ministry of Labour, Employment and Social Security
- Ms. Mya Mya Thet, Deputy Director, Department of Labour, Ministry of Labour, Employment and Social Security

- Ms. Naw Ni Sat Tin Htoo, Private Sector
- Ms. Nan Theingi Myint, Trainer, UMFCCI Institute, UMFCCI



(Group discussions)



(Closing address)

Cambodia

Date: January 15, 2016

Venue: Himawari Hotel Apartments

Theme: Equal Opportunities for Women and Men in Vocational Training and Lifelong Learning

Number of participants : Approximately 100 persons

Main participants (Cambodian side only):

- H.E Mr. Pok Pann, Under-Secretary of State, Ministry of Labour and Vocational Training (MLVT)
- H.E. Mr. Laov Him, Director General of Technical Vocational Education and Training Management, MLVT
- Mr. Khin Chantha, Director, Department of Technical Vocational Education and Training Management, MLVT
- Ms. Ieng Sochanthy, Chief of Institution Management Office, Department of Institute Management, MLVT
- Mr. La Vibol, Director, PSE Institute, Pour un Sourire d'Enfant
- Ms. Khun Vannak, Assistant Director, PSE Institute, Pour un Sourire d'Enfant
- Ms. Sieng Vannary, PSE Institute, Pour un Sourire d'Enfant



(Lecture scene)



(Group discussions)

Laos

Date: January 29, 2016

Venue: Department of Agriculture and Forestry, Luang Prabang Province

Theme: Equal Opportunities for Women and Men in Education, Training and Lifelong Learning

Number of participants : Approximately 50 persons

Main participants (Lao side only):

- Mr. Khamvanh Vanvilay, Director General of Department of Labour and Social Welfare, Luang Prabang Province
- Mr. Bounthieng Soulivanh, President of Luang Prabang Chamber of Commerce and Industry
- Ms. Keola Manichit, Vice President of Luang Prabang Women's Union
- Mr. Sourisack Souphanthong, Deputy Director, Division of Skills Development, Department of Skills Development and Employment, Ministry of Labour and Social Welfare
- Mr. Chanthavong Srivilay, Assistant Manager, Lao Automotive Industry Association



(Lecture scene)



(Group discussions)

3. Capacity Building Program for Vocational Training Instructors (Completion Ceremonies for trainees in the second term and the Capacity Building Course for trainees in the third term)

MHLW has been implementing a program called “Capacity Building Program for Vocational Training Instructors” to upgrade capacity of VT instructors in developing countries by giving necessary skills and knowledge for VT instructors such as instruction skill, career consulting techniques and design of vocational training plans.

Under the program, trainees in the second term (one from Thailand and the other from Malaysia) took a Japanese language course (from January to March in 2015) and the Capacity Building Course (from April 2015 to March 2016) at Polytechnic University in Tokyo. They successfully completed the Capacity Building Course this March. A ceremony

which commemorated the completion of training course was held on March 25th at Japan International Cooperation Center (JICE).

Trainees in the third term (one from Thailand and two from Malaysia) will take the Capacity Building Course at Polytechnic University in Tokyo from April 2016.



(Presentations during Capacity Building)

4. National Skills Competition

The National Skills Competition was held from December 4 to 7, 2015 by MHLW and JAVADA and young skilled workers competed for the national number one position in the field of “skills”.

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.

In this year’s National Skills Competition, about 1,200 young skilled workers from all over Japan 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.

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

Trade categories (41 in total)

Machinery related categories (9)	machine assembling, punching die, precision machine assembling, machine drafting, lathe, milling machine, wooden mold making, automobile mechanic, watch and clock repair
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 (10)	precious metal accessories, flower arrangement, hairdressing, barber, dressmaking, cakes and pastries, western dish cooking, kimono making, Japanese food cooking, restaurant service



Poster of National Skills Competition