

**ILO/SKILLS-AP/Japan/ Regional workshop and study programme on
workplace learning in Japan
Overseas Vocational Training Association, Chiba, Japan
22 – 30 January, 2008**

Background Note

1. Introduction

The new ILO Human Resources Development Recommendation (2004) stresses that member States should “promote the expansion of workplace learning and training”. Workplace learning has become increasingly important during the last decade as an effective means of developing workforce knowledge and skills. Over recent years, in particular, the use of the workplace as a centre of learning has been transformed due to the growth of the knowledge economy, the impact of new technology on productivity, and the growing use of high performance work practices that are transforming the ways in which work is organized.

Japan, an advanced country in the region, has stated in their Eighth Human Development Basic Plan (2006 – 2011) that they would promote “the support for career development within and outside enterprises in order to put sustainable career development into practice...” It is also aim at “promoting a variety of efforts for rebuilding the environment to develop workers’ capabilities, including restructuring of educational capacity of workplaces and the society.” The Plan focuses on the collaboration among related sectors by providing substantial workplace learning programmes. It also presents the Japanese perspective and experience to recipient countries in this region by supporting and promoting capacity building through training and technical cooperation projects.

2. Objectives of the workshop

This workshop aims to assist partner organizations in countries in the region increase awareness of the importance of workplace learning and explore ways in which public policy in Japan has been used to encourage organizations to make more effective use of the skills of their employees. The Japanese experience on workplace learning across a range of different enterprises will be a key feature of this activity

3. Workshop structure and methodology

The workshop will consist of a number of technical sessions, comprising introduction of materials, panel discussion and technical Working Group sessions. The study programme will consist of visits to enterprises to view and discuss different approaches to workplace learning/enterprise training in Japan. Participants will be asked to prepare brief reports on the study programme and present their findings in a wrap-up session of the workshop, at the completion of the study programme.

4. Participation:

Participants from Bangladesh, India, Indonesia, Lao PDR, Mongolia and Pakistan will be invited. Government participants should be senior level staff of the national

vocational education and training organizations involved in the provision of policy support and/or the planning and development of workplace learning. Workers and employers organizations dealing with this subject will also be invited to participate and share their experience. Participation of women in the meeting is strongly encouraged.

5. Country Papers

All participants are requested to prepare a brief paper for the workshop and, where appropriate, in collaboration with social partners. The length of the paper should be no more than 12-15 pages, A4 and single-spaced. The paper should very briefly describe the national training policy and system and include a more detailed discussion of the workplace learning situation in the country. This description should include:

- a) the national policy support for workplace learning, including any policy statements, laws, Acts, incentive schemes or Regulations which provide specific guidance or support for workplace learning;
- b) selected examples of good practice including, for example, public-private partnerships, industry training agencies, agreements or partnerships, specific workplace learning programmes in small and medium enterprises; and
- c) a brief discussion of any constraints to the promotion and development of workplace learning.

Government participants' papers should include the description of the national training policy and system in addition to points a) to c) above.

Employer and worker participants' papers should focus on points a) to c) only.

The country papers should be sent by e-mail to the SKILLS-AP Secretariat, attention Ms Wipusara Rugworakijkul at [wipusara@ilo.org] by 11 January 2008 at the latest. Please direct any queries to Ms Wipusara Rugworakijkul at phone +662 288 2478, fax +662 288 1086.

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