

# A concept for Restructuring of the Training Method

— The fusion of Instructional design and the existing training method —

Goro ARAI

We have some training method in Japan as follows. They are T.W.I, T.T.T, "The method of the skill training", "Vocational training instructor operation guidelines", "The theory of the instruction in the vocational training and reality", "Module training", "System-Unit training" and PROTS.

These training methods were used at many places of the vocational training in our country. But, there are insufficient parts from the viewpoint of Instructional Design. I will put in order the Training method used so far by this report, from the viewpoint of Instructional Design.

And then I will make up for deficiency, and restructure a new Training Method. New Training Method follows the next procedure based on Instructional Design. ①Plan, ②Preparation, ③Execution, and ④Improvement.

## ①Planning stage

To make the training needs intensive document, the training performance setup document, the cost performance plan document, the training goal setup (Course) and the training goal/ contents setup (Unit).

## ②Preparation stage

To make the training unit plan document and the training materials.

## ③Execution stage

To make the course guide, the learning support manual, the learning goals achievement evaluation, the satisfaction occasion evaluation and the feedback of evaluation.

## ④Improvement stage

To make the training performance achievement evaluation and the improvement plan document.

# A proposal on the method with the training and its techniques for senior Workers

Hideyuki SAKAO, Eiichi TUJI

The present circumstances require that senior workers with sufficient working experiences and knowledge of their jobs should be given their working places in spite of their age.

Abilities in their work varies greatly from person to person because of their different careers and physical strength.

When they are employed, it is important to give them careful consideration as to abilities in their jobs and to select proper ways conditions and contents of their job.

And also, in order that they will get more opportunities to be employed, we should help them acquire the skills and knowledge that are required by present society.

This paper deals with the problems that seem to be important to the persons in charge of the human resources development programs after reading research papers about "How to offer proper vocational trainings and its method" presented by "Millennium project" in the Ministry of Health, Labor and Welfare.

# How to Develop Educational Materials to Assist in Student Learning Activities

— Utilization of e-learning in the instructor training system —

Masayuki SHIMADA, Tatsuya KIKUCHI

This paper deals with an instructor training system for developing educational materials to assist in student learning activities. The main idea is mentioned in the second chapter. The instructor training course in the university would become more effective if it is systematized using e-learning. An important proposal in this paper is that pre-learning and post-learning should be conducted outside the university. In the pre-learning, the participants are expected to develop a kind of short text book, we call it a study book, assisted by e-learning programs. If the participants tried to develop a study book at home, they would easily develop presentation materials or a CAI courseware based on the study book in the university training course. In the post-learning at home, they can revise their educational materials and report the outcomes of their training using the materials at their institutions.

The third chapter mentioned the characteristics of guidance server system 2, which was developed for this instructor training course, and the results of its usage in the pre-learning are reported. The guidance server system 2 can send video streaming files and presents the short lecture on how to develop educational materials. The participants can also upload their electric files to this system. An electronic bulletin board system was offered in this system, which was used for introducing oneself to other members. The instructor training course for the development of educational materials in the university was opened for five days in December, 2003. The questionnaire about this guidance server system showed that the participants regaded it with favor.

# Today's Significance of Training Courses for a Traditional Craftsmanship from the Viewpoint of Training Needs

Yuji TANIGUCHI

Although vocational training originally has four client groups, which are industry, enterprises, regions and individuals, vocational training in the public sector has been looking at only industry and enterprises as a client for a long term. Such way might be quite rational while there was a common interest between industry/enterprises and individuals. This paper bring into inquiry whether vocational training in public sector should continue the way despite of changing relationship between industry/enterprises and individuals. The outcomes of a study that investigated the training courses for a traditional craftsmanship in public sector, which get many applicants all over the country, are reported. Also they give two suggestions. One is importance of looking at individuals in terms of training needs. The other is that the public training courses for traditional craftsmanship is an infrastructure that has function of cultivating skills support regional life.

# A short history of the vocational training for railway skill workers and training materials that remain in the railway workshop of Japan

— Results through the field study on the preserved training materials —

Ichiro TSUTSUMI, Tokio OHKAWA

## Abstract

A short history of the vocational training for railway skill workers is presented, in which the technology and skill transfer from railway workshops to the domestically constructed rolling stock builders are described in the periods from the Meiji, Taisho to Showa era (before the World War II) of Japan.

Training materials called cutting models of steam locomotive are presented. Some of these have remained still in Japanese railway workshops for students to study a history of vocational training heritage. It is also necessary to preserve the heritage in the future.

# Training Materials to Assist Students Studying Information Technology by a Web system

Hirofumi FUKURA

XML is a useful language to make educational materials for students. So I worked out a Web system for CAI materials using XML. First, this paper introduces teaching and studying environments. Second, it describes the contrived system for the CAI materials to assist information technology students by a web system. This system defines questions and records the student's process of learning to understanding. Third, questions to ask about this CAI environment in this system are prepared in order to evaluate this system. Their evaluation is (relatively) high because the system is new, practical and useful.

# Vocational Training and Fundamental Human Rights in Constitutions

Tetsuro OBARA

Human Resources Development Promotion Law of Japan is said to have been legally based on the constitutional fundamental human rights. In the Constitution of Japan, however, we cannot find such words as vocational training or human resources development.

In this paper we examined the drawing-up process of the Constitution of Japan and how the vocational training is related with the fundamental human rights in the constitutions of other countries in the world.

Following results were obtained:

Vocational Training is not directly ordained in any part of the Constitution of Japan. As to "occupation," the Article 22 of the Constitution guarantees that every person shall have freedom to choose his occupation as well as freedom to choose and change his residence.

The draft of the Constitution of Japan presented by GHQ guaranteed freedom to choose the occupation along with academic freedom.

In constitutions of various countries, the right of vocational training is guaranteed along with freedom to choose the occupation.

We cannot find any commentary on the Constitution of Japan by Japanese scholars which deals with freedom of choosing occupation in relation to vocational training. It corresponds to a lack of clear understanding of the vocational training as fundamental human rights in Japan.

## The choice of a calling<sup>(\*)</sup>

— In the case of Pascal's *Pensées* —

Tsutomu MURASE, Kazutoshi TANAKA

"How do we choose our calling?" is a very difficult question to answer. Pascal, in his *Pensées*, used words such as "calling," occupation, labor, work, etc. More-over, in his same work (B97), he wrote about the choice of a calling:

*"The most important affair in life is the choice of a calling; chance decides it."*

This answer seems strange because Pascal was an heir of the Augustinian philosophy. Pascal quoted "God's grace" by Augustine in his "Provincial XVIII":

*"Our actions are ours in respect of the free will which produces them; but that they are also of God, in respect of His grace which enables our free will to produce them."* (tr. by Thomas M'Crie)

Pascal should have written, therefore, *"God's grace decides it."* Why did Pascal write "chance decides it"? What did "chance" mean to Pascal?

When his father was appointed a tax collector for Normandy, young Pascal invented a calculator to help his father with his work collecting taxes, and six years later he offered experimental confirmation of Torricelli's work on the barometer.

He learned through these experiences that his work would never have succeeded without workers' cooperation, and recognized that all people were equal in their existence, unrelated to their callings. Therefore, our choice of a calling, what-ever the reasons of the choice may be, is limited by "chance," and is not a matter of necessity.

\* Trotter translated "métier" in French to "calling" in English. In this case "calling" means "person's customary vocation or profession."

# Evaluation of Vocational Training

Makoto KIKUCHI, Yutaka YAMAMI

Recently, in most of the Japanese companies, the effects of training have been checked severely. Moreover, the efficacy of vocational training which Employment And Human Resources Development Organization of Japan is conducting will also be severely examined from now on.

We addressed a questionnaire relating to vocational training to employees and companies.

The purpose of this report is analyzing the results of evaluation and problems of vocational training.

Evaluation of vocational training turned out to be high in general. However, since there were many wishes of the students to improve the contents, it is necessary for us to enrich the contents more and to raise qualities from now on.

# Technicians'—Engineers Career Development from Polytechnic Colleges

Manabu MATSUZAKI, Yutaka YAMAMI

Technicians-Engineers have advanced skills and knowledge.

Do the students who completed its special technical courses grow into Technicians'-Engineers ?

How did their occupation career grow up?

How was evaluation of the contents of educational training of a Polytechnic College?

The questionnaire of employment, changes of occupation, an occupation career, and Polytechnic College education was performed.

The effects of the specialized education consisting mainly of an experiment and practical skill are esteemed.

Many students who completed the courses are playing an active role as a Technician—Engineers.