Joint ITU-IEICE-CTIF-GISFI Workshop on Education about Standardization

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Skill indicators for standardization-related human resources

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Skill standard — Evaluation for skills of human resource required for standardization

- METI sponsorship (through MRI)

- 2012/6-2013/2

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- Contributing Members: Committee 14, WG member 28

- www.y-adagio.com/public/ccommt/temp/skill-std-hrrs_eng_v0.98.pdf

Tasks for Standardization

- Standard Type
  - De jure|Forum/Consortium|De facto/Company-product|Houserules
- Task Phase
  - Strategy|Development|Implementing|Promotion
- Common to All Standard Types
  - Compliance|Human Resource Development|Intellectual Properties
- 36 tasks identified

Skill Card (Skill evaluation criteria and skill levels)

- Skill levels
  - 1 Low – trainee
  - 2 Middle – autonomously
  - 3 High – leading
- Skill Evaluation Criteria
  - Criteria on Performance
    - Responsibility/Experience/Achievement/Contribution
  - Criteria on Capabilities
    - Business comprehension/Communication/…

Skill Card Template

- Core common descriptions

- Applicable to most Soft Skills:
  - Business comprehension | Communication | Negotiation | Planning | Leadership | Presentation | Operation

- Each Skill Card Description Added/Subtracted

- Example) Negotiation
  - Satisfy **two or more** of the following;
  - 1) Be able to make an appointment and set up a meeting for a negotiation.
  - 2) Be able to present self-opinion, explain self-argument, and convince.
  - 3) Be able to draw other people's opinions or arguments.
  - 4) Be able to understand a point of an argument and move….

(Skill Card Example) Information collecting/analyzing/evaluating and tactics planning, Level 2

- ### Evaluation criteria on performance
  - #### Responsibility
    - Operated as a **representative**
- ### Evaluation criteria on capability
  - Negotiation
  - 1) – 3) *same with template*
  - 4) Be able to understand a point of an argument and move an argument forward to agreement. Understand internal corporate guideline, prioritize comprisable matters, and enable to <u>judge situation for corporate merit and demerit perspective </u>while understand and respect other people's opinion and/or position.

Target Audience and Background

- Private Companies/ Standardization Dept. and Experts
  - Promote to Higher-Skilled Experts
  - Assessment (Corporate/Individual)
  - Education Planning

- ITSS (IT Skill Standard, 2002)
- ETSS (Embedded Systems Tech. 2004)
- Intellectual Property Professional Skill Standard (2007)

Major Issues

- **Standardization for Public NOT addressed**
- **New Approaches for Task Classification NOT explored**
  - Cf. Ken Krechmer – Evolutional Model
- **Career Development NOT addressed**
  - No entry for standardization experts in ISCO (International Standard Classification of Occupations)

Minor Issues

- More work needed to enhance quality
- Actual feedback needed
- Coverage of industries limited
- No linkage with curriculum nor Accreditation Board for Engineering Education

- Houserules need to get more study
- Intellectual Property, compliance, skill transfer to be included in skill template

Conclusions and Recommendations

- First Skill Standard for Standardization Experts made in less than 8 months

- First trial to cover all the skills with evaluation criteria both on performance and capabilities

- Need major revision to resolve known issues

- International cooperation need to establish Standardization Profession

- This is a good start to produce useful skill standard