

## Annex4-1. Information Sheet of Trainees

## First Group (Sep.1999 - Apr.2001)

as of Apr.2002

Section	Applicants	Capacity (max.20)	Enrollment	Qualification	No. of Drop out	No. of Postpone	No. of Trainees	No. of failure	No. of Graduates	No. of employment	Remarks
1. Machinery	59	15 (max.20)	19	G12	2	1	16	0	16	15	
2. Sheet Metal Processing	29	15 (max.20)	19	G12	4	1	14	0	14	13	
3. Welding	33	15 (max.20)	20	G12	1	0	19	0	19	15	
4. Casting & Forging	23	15 (max.20)	19	G12	2	2	15	0	15	9	
<b>Total</b>	144	60 (max.80)	77		9	4	64	0	64	52	Employment rate: 81.3%

## Second Group ( Oct.2000 - Apr.2002)

as of May.2002

Section	Applicants	Capacity (max.20)	Enrollment	Qualification	No. of Drop out	No. of Postpone	No. of Trainees	No. of failure	No. of Graduates	No. of employment	Remarks
1. Machinery	24	15 (max.20)	18	G12	1	1	16	0	16	12	
2. Sheet Metal Processing	18	15 (max.20)	18	G12	2	0	16	0	16	14	
3. Welding	17	15 (max.20)	17	G12	4	0	13	5	8	3	
4. Casting & Forging	7	15 (max.20)	7	G12	1	0	6	3	3	3	
<b>Total</b>	66	60 (max.80)	60		8	1	51	8	43	32	Employment rate: 74.4%

84.3%

## Third Group ( Oct.2001 - Apr.2003)

Section	Applicants	Capacity (max.20)	Enrollment	Qualification	No. of Drop out	No. of Postpone	No. of Trainees	No. of failure	No. of Graduates	No. of employment	Remarks
1. Machinery	21	15 (max.20)	21	G12	4	0	17				
2. Sheet Metal Processing	18	15 (max.20)	18	G12	2	0	16				
3. Welding	20	15 (max.20)	20	G12	2	0	18				
4. Casting & Forging	3	15 (max.20)	3	G12	0	0	3				
<b>Total</b>	62	60 (max.80)	62		8	0	54				Employment rate:



# Annex 4-3. Craftsman Training Schedule (3a group)

Specialized Training Institute for Metal Industries

(Sheet Metal Processing) section

Subject	Unit No.	Hours	Year																										
			2001						2002						2003														
			Oct	Nov	Dec	Jan	Feb	MAR	Apr	May	Jun	Jul	Aug	Sep	OCT	Nov	Dec	Jan	Feb	Mar									
General subject English, Mathematics, Safety & Management Computer skill		248	1-12	13-24	25-36	37-48	49-60	61-72	73-84	85-96	97-108	109-120	121-132	133-144	145-156	157-168	169-180	181-192	193-204	205-216	217-228	229-240	241-252	253-264	265-276	277-288			
Foundation training	F-7,8,9,10	21	21																										
3 Welding (Basics)	F-11,12,13,14	21	21																										
3 Grinding & Polishing	F-	21	21																										
4 Measurement / Finishing	F-1,2,3,4,5,6	21	21																										
Common subject Mathematical Drawing, Materials Technology Electricity, Standards (ISO)	C-1,2,3,4	70	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
Technical subject sheet metal pattern development	S1-1	84																											
	S5-	84																											
2 Gas Welding	26,27,28	81	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	
3 basic off hand metal work	61-2,3,4,5,6,7																												
4 sheet metal forming	52-8,9,10	288																											
5 sheeting machine	64-13,14,15 16,17,18																												
6 welding	55-19,20,21 22,23,24,25	206																											
7 grinding & finishing	53-11,12																												
8 press processing	56-29,30	215																											
9 Finishing	S7- 31,32,33,34	203																											
OJT		1118																											
Examination Technical Theory & Assessment (Theory)		50																											
Practical Evaluation Semester Evaluation & Assessment Exam		70																											
Event Operation & Ceremony (C) Lentils for safety (S.L), Sports day (S.L)		29																											
<b>Total class hours</b>		<b>2725</b>	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	
<b>Remarks</b>			101	133	147	113	119	113	103	133	155	140	140	137	150	215	160	184	160	160	137	150	150	150	150	150	150	150	
			2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	2725	



Annex5-1. Achievements of the Plan: Each Section

SECTION	SUMMARY
Machinery	1. Machine operation The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term and short-term experts and installation engineers.
	2. Teaching material development 90% of theaching material were developed. A few job sheets and visual aids are under preparation. And they will be prepared by the end of September.
	3. Teaching method The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term and short-term experts and training in Japan. Short-term expert on heat treatment will be dispatched for necessary technology transfer for implementation of upgrading course.
	4. Revision of curriculum The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term and short-term experts.
Sheet Metal Processing	1. Machine operation The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term experts and installation engineers.
	2. Teaching material development 90% of theaching material were developed. A few job sheets and visual aids are under preparation. And they will be prepared by the end of September.
	3. Teaching method The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term experts.
	4. Revision of curriculum The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term experts.
Welding	1. Machine operation The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term and short-term experts and installation engineers.
	2. Teaching material development 85% of theaching material were developed. A few job sheets and visual aids are under preparation. And they will be prepared by the end of September.
	3. Teaching method The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term and short-term experts.
	4. Revision of curriculum The counterpart personnel achieved targeted level of training for Craftsman level through the technology transfer by Japanese long-term experts.
Training Planning	Facility of STIMI are well managed. Annual training plan is made every year for implementation of training. Manual to make annual training plan is prepared for training officers. Methodology of advertisement to secure certain numbers of applicants of both craftsman and upgrading courses were transferred. And appropriate measures are being taken. Appropriate intermediate and final examination were cunducted. Follow up survey of employment of graduates are being conducted.



## Annex5-2. Technical Transfer Schedule

Section: Training Planning

Month	Contents of Technical Transfer	Duration	Training Materials	Activity	Remarks
2000/9	Evaluation Test for 1G (10/1-3) Preparing Entrance Examination	11-28 1-28			
10	Preparing OJT training (Visit Enterprises) Commencing 2G training Evaluation for Foundation Training	1-15 10/1 15-23		Preparing company visit schedule Arranging Foundation Training Preparing Evaluation formula	Entrance Ceremony ( 10/1 )
11	Review the Annual Training Schedule for 1G OJT guidance	13-31 13-31		Visit & Interview enterprises Preparing OJT report formula	
12	OJT guidance Preparing Upgrading Training Course	1-31 3-14		Visit OJT companies Contact & visit company	Ramadan ( 11/27 - 12/26 )
2001/1	Preparing for Teaching Methodology Course Examination for 2G Developing Trainee Data base	1-31 8-18 14-28		Contact with Short Term Expert Arranging Examination schedule Work with Computer Teacher	
2	Advertisement of STIMI Teaching Methodology (with Short Term Expert) Preparing Final Level Test	1-21 13-28 13-28		Arranging Script Seminar for C/P in STIMI & other centers questionnaire for OJT enterprises	Upgrading Training Course ( 2/13 - 2/28 )
3	( Annual Leaving for Japan )				
4	Final Level Test Graduation Ceremony	22-24 5/9		Preparing Certificate etc.	
5	Reviewing of OJT training ( for trainees ) Reviewing OJT training ( for enterprises )	13-26 13-26	Safety in Welding	Preparing questionnaire for trainees Preparing questionnaire for enterprises	
6	Reviewing 2G training program Preparing & Planning 3G Training Study for employment rate of Graduate ( 1G ) Study for employment rate of Graduate ( 1G )	3-7 3-28 3-28 8-29		Interview from company Calendar, Weekly, Monthly, Annual training plan Research for graduates Research for graduates	
7	Preparing 3G training Analyzing the OJT training questionnaire Preparing Joint Committee Meeting	1-23 1-23 5-30		Calendar, Weekly, Monthly, Annual training plan Preparing Document Visiting Companies	Start application ( 7/23 )
8	Preparing OJT training Advertisement by Newspaper & TV (3G) Joint Committee Meeting	5-23 5-30 8/4		Recording TV program Signing of Joint Committee Meeting Visiting Companies	Short Term Expert Machinery C/P Training in Japan
9	Preparing OJT training Entrance Examination	2-29 9-13			
10	Commencing 3G training Follow up of OJT training (2G) Study for employment rate of Graduate ( 1G )	10/2 7-28 7-28	Safety Operations in Workshop	Entrance Ceremony Visiting Companies Interview from Training Officer	
11	Study of enrollment of VTC Trainees Trainees Data base Follow up of OJT training (2G) Modifying 3G Training schedule	4-22 4-22 4-22 2-13		Collecting data from VTC Modifying Trainees list Visiting Companies Adjusting TC/P	Ramadan ( 11/16 - 12/15 ) Eid Fir Holiday ( 12/15 - 12/18 )
12	Preparing Third Country Training Preparing Evaluation of 1G graduates	12/12 23-30	Training Planning Manual	Signing Preparing Questionnaire for Companies	Extension of Contract

Month	Contents of Technical Transfer	Duration	Training Materials	Activity	Remarks
2002/1	Evaluation for Graduates Preparing Technical Exchange tour for Malaysia Preparing Short Term Expert & TCTP Evaluation for Graduates	6-20 20-31 3-31 3-14		Visiting companies and collecting data Contact and research to Malaysia Arranging necessary document Visiting companies and collecting data Arranging Schedule and Report Visiting MOE office	Eid Adha Holiday ( 2/22 - 2/26 )
2	Technical Exchange for Malaysia Preparing School Guidance	16-22 26-3/7		Assistance for TCTP Arranging School Visiting Schedule Arranging preparing schedule	
3	Third Country Training Implementing School Guidance Preparing Assessment Exam.	3-4/11 10-28 3-21	Safety Manual	Preparing document and Data Arranging Exam Schedule	
4	Preparing Final Evaluation Team Assessment Examination (2G) Study for employment rate of 2nd group				
5	JICA Final Evaluation Team Preparing 4G Training program Study for employment rate of Graduate ( 2G )			Preparing document and Data Calendar, Weekly, Monthly, Annual Training Plan	
6	Preparing 4G Training program Preparing 4G Training program		Training Planning Manual	Calendar, Weekly, Monthly, Annual Training Plan	
7					
8	Final Report Advertisement by Newspaper & TV (3G) Joint Committee Meeting				
9	Final Report Preparing OJT Training Conclusion of the Project		Final Report		

Remarks: Leave for Health Check 30days  
leave for Japan 45days

## Technical Transfer Schedule

Month	Expert	Contents of Technical Transfer	Duration	Hours	Participants	Remarks
2000/9		<ul style="list-style-type: none"> <li>• Arrival</li> <li>• Reviewing &amp; Researching</li> <li>• Planning Technical Transfer Schedule</li> <li>• Visiting Enterprises for research</li> </ul>				
10						
11						
12	Malsuda Hamada Akimoto	Surface Roughness Meier Hollowing and Drawing TIG Welding	12/10 - 12/21 12/10 - 12/19 12/10 - 12/14	40 20 20	Hrouf, Othman, Saleh, Khalid Fouzi, Wahid, Nasser, Essam, Mohammed Haroun, Zeid, Mohammed	Upgrading Course / Turning (12/10 - 12/14) Upgrading Course / Brass Brazing (12/4 - 12/10)
2001/1	Malsuda Hamada Akimoto, Kowaya (S.Ex.)	NC data communicater Cold Straightening Welding Inspection	1/21 - 1/25 1/21 - 1/28 1/14 - 2/5	20 40 64	Uebber Fouzi, Nasser, Mohammed, Anwar Akour, Sukkar, Qasem, Majed, Hrouf(M), Other Instructors from VTC Centers	Upgrading Course / Welding Inspection ( 1/21 - 2/1 )
2	Malsuda, Huda (S.Ex.) Hamada	Programming and Operating CNC EDM Arc Welding	2/4 - 2/26 2/7 - 2/21	68 20	Tawabeh, Jabr, Khalid, Othman, Saleh, Hrouf, Other Instructors from VTC Centers Fouzi, Nasser, Mohammed, Anwar	Upgrading Course / NC EDM ( 2/11 - 2/15 )
3	Akimoto Kanemaru, Arai (S.Ex.) Malsuda, Kijima (S.Ex.) Hamada	Ultrasonic Testing Teaching Methodology Metal Testing TIG Welding (1)	2/18 - 2/22 2/13 - 2/28 3/12 - 3/29 3/18 - 29	20 48 52 20	Akour, Qasem, Akram, Majid Hrouf, Khalid, Saleh, Othman Fouzi, Nasser, Mohammed, Anwar	Upgrading Course / Teaching Methodology ( 2/13 - 2/28 )
4	Akimoto Malsuda Hamada	TIG, MIG, MAG Welding Universal Grinding Machine CO2 Welding Welding Inspection ( X-Ray )	3/25 - 29 3/15 - 3/19 4/1 - 4/13	20 20 20	Akour, Other Instructors from UNIRWA Jasser Fouzi, Nasser, Mohammed, Anwar Qasem	Upgrading Course / TIG, MIG ( 3/25 - 3/29 ) Upgrading Course / Heat Treatment (4/2 - 4/11)
5	Hamada Akimoto	Radial Drilling Machine Press Brake Machine / Corner Shear (Heel Check)	5/13 - 5/17 5/13 - 5/23 6/10 - 6/13	20 20 4	Ahusswan, Jasser Fouzi, Wahid, Nasser, Mohammed Saleh, Hrouf	
6	Hamada Akimoto	Instruction Book for Hardness Tester (Heel Check)	6/20 - 6/23 6/10 - 6/13	4 20	Zaid, Sukkar	
7	Malsuda Hamada Akimoto	Press Application (1) TIG Welding (2)	7/11 - 7/25 7/22 - 7/27	20 20	Fouzi, Wahid, Nasser, Mohammed Sukkar	Upgrading Course / Welding Technology (7/8 - 7/19)
8	Malsuda, Ieki (S.Ex.) Hamada	NC simulator and Macro programming Press Application (1) Industrial X-ray Radiography	8/15 - 9/9 8/6 - 8/27 8/19-8/30	40 20 24	Jabr, Tawabeh, Uthama, Wael Fouzi, Wahid, Nasser, Mohammed Qasem	Upgrading Course / NC simulator (8/26 - 8/30)
9	Akimoto Malsuda Hamada Akimoto	Portable Hardness Testing Machine Crank Press MAG Welding ( CO2 Gas Welding )	9/24 - 9/25 9/ - 9/ 9/16 - 9/20	8 20 20	Osama, Wael Fouzi, Wahid, Nasser, Mohammed Qasem	Upgrading Course / CNC (9/9 - 9/16)
10	Malsuda Hamada Akimoto	Roughness Testing Machine Spot Welding	10/16 - 10/18 9/23, 25, 30, 10/1	12 20	Osama, Wael Fouzi, Wahid, Nasser, Mohammed	Upgrading Course / Welding management ( 9/25 - 9/27 ) Upgrading Course / Spot Welding ( 10/10 )
11	Malsuda Hamada Akimoto	(Annual Leave) (Annual Leave) (Annual Leave)				
12	Malsuda Hamada Akimoto	(Annual Leave) (Annual Leave) MAG Welding & TIG Welding	12/2-6, 12/10-13	36	Qasem, Sukkar	



Month	Expert	Contents of Technical Transfer	Duration	Hours	Participants	Remarks
2002/1	Matsuda	Digital Vickers Hardness Tester	1/21 - 1/23	12	Osama	
	Hamada	Maintenance of Welding	1/21 - 1/31	20	Fouzi, Wahid, Nasser, Mohammed	
	Akimoto	Ultrasonic Testing, Practical use of U.T	1/13-15, 27-31	12	Zaid, Husni, Mejed	
2	Matsuda, Minshita (S.Ex.)	CAD/CAM (Master Cam)	2/4 - 2/20	54	Jabel, Tawabeh, Othman, Khalid, Osama, Wael	Short Term Expert (CAD/CAM)
	Hamada	Maintenance of Welding	2/3 - 2/20	20	Fouzi, Wahid, Nasser, Mohammed	
	Akimoto	Practical use for Ultrasonic Testing	2/3 - 2/7	20	Sulkkar, Qasem, Zaid	
3	Matsuda	CAD/CAM ( AutoCAD, Nohite & MC)	3/3 - 4/10	125	Jabel, Tawabeh, Othman, Khalid, Osama, Wael	Third Country Training Program
	Hamada	Pipe Fabrication	3/10 - 3/31	20	Fouzi, Wahid, Nasser, Mohammed	
	Akimoto, Oshiro (S.Ex.)	Welding Maintenance	3/3 - 3/22	40	Sulkkar, Mejed, Qasem, Zaid, Nasser, Mohammed	Short Term Expert ( Welding Management )
4	Matsuda	Visual Teaching Material Making	4/29 - 4/30	10	Tawabeh	
	Hamada	Pattern Development	4/3 - 4/25	20	Fouzi, Wahid, Nasser, Mohammed	Assessment Exam ( 2G ).
	Akimoto	MIG Welding	4/21 - 4/25	20	Qasem	
5	Matsuda	Computer Skill & Internet	5/5 - 5/9	20	Tawabeh	
	Hamada	Application Subject (1) Incrinator	5/3 - 5/19	20	Fouzi, Wahid, Nasser, Mohammed	Final Evaluation from JICA
	Akimoto	Practical use for Ultrasonic Testing	5/12 - 5/16	20	Zaid	
6	Matsuda					
	Hamada					
	Akimoto					
7	Matsuda					
	Hamada					
	Akimoto					
8	Matsuda					
	Hamada					
	Akimoto					
9	Matsuda	Final Report				
	Hamada	Final Report				
	Akimoto	Final Report				

51

## Annex5-3. Training Program for Technical Transfer

Section: Machinery

Expert: Kenshi Matsuda

<b>Course Name</b>	CAD/CAM (Auto CAD, NC lathe and Machinning Center)
<b>Objectives</b>	Participants will be able to : 1 Get nowledge and operating technique about Auto cad, NC lathe and MC
<b>Contents</b>	<p>1 No1: Auto CAD: Basic comand (line,circles,pick targets, select objects.....) Modify functions (erase,brake,extend, trim.....) Other commands (layers,colors line type,text,dimensions,hatching)</p> <p>2 No2: NC lathe Configuration and programming for NC lathe Operating and actual Programming for NC lathe</p> <p>No3: MC machine</p> <p>3 Configuration and programming for MC machine Function and commands (F and T functions, G and M codes) Other commands (Cutter, Length and Position Compensation, Fixed Cycle) Operating and actual Programming for MC machine</p>
<b>Total Hours</b>	125 Hours ( 5 h/day * 25days )
<b>Time</b>	AM.8:30 - PM.14:30 ( Break 11:45 - 12:30 )
<b>Duration</b>	From 3/Mar/2002 to 10/Apr/2002
<b>Place</b>	( NC ) Workshop and computer class room
<b>Materials</b>	Alminum Cutters            Ball Endmill
<b>Participants</b>	<p>1 Jabr</p> <p>2 Tawalbeh</p> <p>3 Othman</p> <p>4 Khalid</p> <p>5 Osama</p> <p>6 Wael</p>
<b>Remarks</b>	

## Training Program for Technical Transfer

**Section:** Sheet Metal Processing

**Expert:** Tomoaki Hamada

<b>Course Name</b>	Pipe fabrication
<b>Objectives</b>	Participants will be able to : 1 make a development 2 cut pipe with gas cutting 3 weld pipe with arc welding . 4 evaluate product
<b>Contents</b>	1 How to develop of pipe 2 How to cut with gas 3 How to graind with grinder 4 How to weld with arc welder 5 How to evaluate a product
<b>Total Hours</b>	20 Hours ( 4 h/day * 5days )
<b>Time</b>	AM.9:30 - PM.13:30
<b>Duration</b>	From 3 March~to 31 March
<b>Place</b>	( Sheet Metal Processing ) Workshop
<b>Materials</b>	1 Pipe 50A 2 Pipe 90A 3 Elbo 90° 4 Bar φ10
<b>Participants</b>	1 Fouwzi 2 Wahid 3 Nassar 4 Mohammd
<b>Remarks</b>	

## Training Program for Technical Transfer

**Section:** Welding  
**Expert:** Kenji-Akimoto

<b>Course Name</b>	How to make a Water Vesseal (Qutality Control for Welding)	
<b>Objectives</b>	Participants will be able to : 1 Can do a Planing for the Subject product production. 2 Can do a subject product work. 3 Can do the water pressuer examination and evaluation.	
<b>Contents</b>	1 How to read a draqing 2 The way of the estimate of the point fo view use material. 3 About the safety 4 About the assembling of welding 5 About the problem of welding 6 How to keep on the Quality for welding 7 How to d the qualituqy control for welding	
<b>Total Hours</b>	24 Hours ( 4 h/day * 10ys )	
<b>Time</b>	AM.9:30 - PM.14:30 (Break 11:30 - 12:30)	
<b>Duration</b>	From 10 March, 2002 to 21 March, 2002	
<b>Place</b>	( Weldong ) Workshop	
<b>Materials</b>	<ul style="list-style-type: none"> <li>•Normal Carbon steel plate t:5mm</li> <li>•CO2 Welding Wire <math>\Phi</math>1.2</li> <li>•CO2 Gas</li> <li>•Scale (300mm)</li> </ul>	<ul style="list-style-type: none"> <li>•Wire Brush</li> <li>•Alcohol</li> <li>•Skin Gloves</li> </ul>
<b>Participants</b>	1 Ibrhimu Nassar 2 Mohammad Jaber 3 Haroun Sukkar 4 Qasem Monmani 5 Zeid Karaja 6 Majed Zaza	
<b>Remarks</b>		

*(Handwritten signature/initials)*

## Annex5-4. List of Training Materials

MU : Modular Unit(VTC)    Text : Textbook    Sub : Operation manual & Sub textbook    JS : Job Sheet    VA : Visual Aids    Modl : Model & Chart

○ : Complete    △ : Under making    \* : Not necessary    - : Not available

## ① Employability skill subject &amp; Specialised subject &amp; Basic training

Subject	hours	MU	Text	Sub	JS	VA	Model	Remarks
(Employability Skill Subject)	240							
1. Mathematics	60	-	○	*	*	*	*	
2. English	60	-	○	*	*	*	*	
3. Computer	60	-	○	○	*	※○	*	※: Video
4. Safety Management	60	-	○	○	*	※○	○	※: Video
(Specialized Subject)	70							
1. Mechanical Drawing	30	○	○	*	*	*	○	
2. Industrial Materials	20	○	○	*	*	*	○	
3. Electricity	10	○	○	*	*	*	○	
4. ISO standard	10	-	○	*	*	*	○	
(Basic Training)	84							
1. Machinery	21	○	*	*	○	*	*	
2. Sheet Metal Processing	21	○	*	*	○	*	*	
3. Welding	21	○	*	*	○	*	*	
4. Casting & Forging	21	○	*	*	○	*	*	

## ② Machinery

Subject	hours	MU	Text	Sub	JS	VA	Model	Remarks
(Practical Training)	1049							
1. Measuring	22	○	*	*	*	※○	*	※: Video
2. Finishing ( Filing )	162	○	*	*	○	※○	○	※: Video
3. Handling band saw machine	11	○	*	*	*	*	*	
4. Operation of electric tools	14	-	*	○	*	*	*	
5. Drilling machine operation	14	○	*	△	*	*	*	
6. Lathe machine Operation	112	○	○	*	○	※○	○	※: Video
7. Milling machine operation	109	○	○	△	○	※○	○	※: Video
8. Shaping machine operation	33	○	○	○	○	*	*	
9. Tool grinding machine	25	-	○	△	*	*	*	
10. Surface grinding machine	42	○	○	○	*	*	*	
11. Drawing by CAD	60	-	○	○	*	○	○	
12. Heat Treatment	35	○	○	○	○	*	○	
13. Metal Testing	37	○	○	○	○	*	*	
14. CNC lathe machine	87	-	○	○	○	○	○	
15. Machining Center	94	-	○	○	△	○	○	
* Macro programming		-	○	*	*	○	○	
16. NC EDM machine	68	-	○	○	*	○	○	
17. Application	124	-	*	*	○	*	○	
18. Machine Cutting (Theory)		-	※△	*	*	※○	*	※ General & Video

## ③ Welding

Subject	hours	MU	Text	Sub	JS	VA	Model	Remarks
(Practical Training)	1046							
Welding Technology (Theory)		-	※◎	*	*	*	*	※Comprehensive
1. Gas Welding & Cutting	133	○	○	*	○	△	△	
2. Plasma Cutting	7	-	○	○	△	○	*	
3. Spot Welding	18	○	*	○	△	*	△	
4. Arc Welding	301	○	○	*	○	※○	○	※: Video & OHP
5. CO2 Welding	195	○	○	*	○	△	○	※Developing additional JS
6. MIG Welding	36	-	○	*	○	△	△	※Developing additional JS
7. TIG Welding	182	○	○	○	○	○	○	※Developing additional JS
8. Welding Inspection	174	-	◎	*	△	◎	◎	
* Welding Inspection ( Theory )		-	○	*	*	※○	*	※: Video & Chart
* Magnetic particle testing		-	○	*	△	○	○	
* Penetate testing		-	○	*	△	○	○	
* Ultrasonic testing		-	○	*	○	○	○	
* Radiographic testing (X-Ray)		-	○	○	△	△	○	※X-Ray Testing ※Exposure Chart



④ Sheet Metal Processing

Subject	hours	MU	Text	Sub	JS	VA	Model	Remarks
(Practical Training)	1049							
1. Pattern Development	88		⊗2	*	△	△	⊗	
①Instrumental drawing method		○		*	○1		○	
②Parallel Line method		○		*	△3		○	
③Triangle Line method		○		*	△1		○	
④Radial Line method		○	↓	*	△1		○	
2. Basic of sheet metal work & sheet metal forming	255		⊗	○2	⊗	△	⊗	
①Measurements & Marking		○	○	*	○7		○	
②Cutting & Hand tools		○	○	*	○9		○	
③Incarnating & Flanging		○	○	*	○6		○	
④Drawing		○	○	*	○1		○	
⑤Straightning etc.		○	○	*	○2		○	
(Machine)			○					
①Power shear		○	○	○	○1		*	
②Pipe bender		○	○	*	△		○	
③Universal vending machine		○	○	*	○1		○	
④3 roll bending machine		○	○	*	○1		○	
⑤Nibbling shear		○	↓	○	○1		○	
3. Seaming & Reveting & Welding	288		⊗	*	○	△	⊗	
①Rivetting		○	○	*	△		○	
②Seaming		○	*	*	○1		○	
③Soldering		○	*	*	○1		○	
④Arc Welding		○	○	*	○9		○	
⑤MAG Welding		○	○	*	△		○	
⑥TIG Welding		○	○	*	△		○	
⑦Spot Welding		○	○	*	○1		○	
⑧Brazing		○	*	*	○1		○	
⑨Gas Welding		○	○	*	○11		○	
⑩Plasma cutting		○	○	*	△		○	
4. Press processing	183		⊗	⊗	○	⊗	⊗	
①Corner shear		○	*	*	△	*	○	
②Press break		○	○	○	○1	*	○	
③Crank press		○	○	○	△	※○3	○	※: Video
5. Metal Painting	235		⊗	○	⊗	⊗	⊗	※: Video
①Brush painting		○	○	*	○1	*	○	
②Spray painting		○	○	○1	○6	※○1	○	
③Powder coating		○	○	○1	○3	※○1	○	
④Color mixing & matching		○	○	○2	○6	※○3	○	
⑤Car repair painting		○	○	*	○1	*	○	
⑥Paint testing		○	↓	○	○1	※○1	○	

Handwritten marks: a circle with a vertical line through it, and the letter 'H'.

## Annex5-5. LIST OF AUDIO VISUAL AIDS

Apr.2002

*Specialized Training Institute for Metal Industries*

NO.	Title of Video	Contents	Language
<b>Machinery</b>			
1	Filing Finish (1)	Flat Surface Filing	Arabic
2	Filing Finish (2)	Curved Surface Filing	Arabic
3	Filing Finish (3)	Square Hole, Corner and Edge Finishing	Arabic
4	Lathe Series(1)	Preparing for Center work	Arabic
5	Lathe Series(2)	Face Turning	Arabic
6	Lathe Series(3)	Cutting of External Diameter	Arabic
7	Lathe Series(4)	Tapering Using a Tailstock	Arabic
8	Lathe Series(5)	Threading	Arabic
9	Milling Machine(1)	Operation of the Vertical Milling Machine	Arabic
10	Milling Machine(2)	Surface cutting by a Face Mill	Arabic
11	Milling Machine(3)	Groove Cutting with an End Mill	Arabic
12	Precisions and Measurement for Machining		English
13	Fundamental of Metal Cutting		English
<b>Welding</b>			
14	Arc Welding(1)	How to place Bead	Arabic
15	Arc Welding(2)	Down Hand Butt Welding	Arabic
16	Arc Welding(3)	Vertical Butt Welding	Arabic
17	Arc Welding(4)	Horizontal fillet Welding	Arabic
18	Arc Welding(5)	Vertical fillet Welding	Arabic
19	Non-Destructive Testing(1)	What is NDT?	Arabic
20	Non-Destructive Testing(2)	Basic Principal of NDT Method	Arabic
<b>Sheet Metal Processing</b>			
21	Color Matching(1)	Basic of Color Matching	Arabic
22	Color Matching(2)	Color Matching for Synthetic Resin Paints	Arabic
23	Color Matching(3)	Color Matching for Lacquer Enamel Paints	Arabic
24	The Basics of Metal Works with Presses		English
<b>Safety and Hygiene</b>			
25	Elimination of Unsafe Acts		Arabic
26	Personal Protective Equipment		Arabic
27	The Correct Use of Measuring Tools		Arabic
28	Potential Hazards in a Working Process		Arabic
<b>Others</b>			
29	Computer Calc	Electronic Spreadsheets And Microcomputers	English
30	Computer Images	Computer Graphics	English
31	Environmental Control in the North Sea		English
32	Keeping Watch on the Invisible		English
33	Raising Arms Against Air Pollution		English
34	Noise Annoys		English
35	Energy from Waste		English
36	Paper		English
37	Mechanism of Motor Vehicle Engine		English
38	Basic Knowledge of Computer		English
39	Wiring And Wire Attachment for Electronic Equipment		English
40	Printed Circuit Board for Electronics Devices		English
41	Principles of the Carburetor		English

Handwritten signature and initials.

**Annex6-1.**

**Result of the Evaluation for 1st Group OJT Training ( from Employers )**

*Specialized Training Institute for Metal Industries*

No. of received answer: 24 companies

8.August.2001

1 The number of OJT trainees trained on your company.

1. More than 5	2
2. 2~4 trainees	14
3. 1 trainee	8

2 The specialty of the trainees

1. Machinery	7
2. Sheet Metal	10
3. Welding	7
4. Casting	6

3 The impression of the period of the OJT Training:

1. Quite long	0
2. Long	2
3. Suitable	16
4. Short	4

\* According to the result, the period is suitable for OJT training.

4 The salary & allowances offered from your company.

1. Transportation	17
2. Health insurance	4
3. Social security	11
4. Others	0

5 The number of visits of staff from STIMI to your OJT site

1. Quite enough	4
2. Enough	9
3. Only one visit	5
4. No visit at all	3

\* According to the result, STIMI should visit the OJT site regularly.

6 Working time

1. Daytime( 8:00 - 16:00 )	20
2. Shift	0
3. Others: ( )	1

7:00 - 15:30    8:30 - 16:30    6:30 - 14:30    8:30 - 17:00    8:00 - 15:30

7 Over Time

1. Often	3
2. Sometimes	14
3. Not at all	7

\* Almost all the companies have overtime, STIMI should consider it at the negotiation.

8 The type of works during OJT training

1. Participate Management	0
2. Production	12
3. Assistance	21
4. Often Change	0

9 Matching of STIMI Training program for your actual job

1. Quite good	6
2. Almost good	14
3. Some part is good	4
4. No matching	0

\* Almost all the companies say STIMI training program is suitable for their workshop.

10 Actual situation of attitude and morals of the trainees

1. All of them are good	8
2. Some of them are good	12
3. Not so good	4
4. Need to be improved	1

\* According to the result, STIMI should pay attention to the morals and manner in the OJT site.

11 Attendance situation of OJT trainees

1. Quite good	8
2. Good	10
3. Not so good	1
4. Too much absenteeism	3

12 Difficulties of managing OJT Training on your company.

1. Difficult managing	0
2. Going smoothly	20
3. Need to be improved	2

Please specify of difficulties:

- Difficulty in understanding the industrial engineering drawings
- Accuracy in work and Finishing
- The Time was not enough to train the trainees in better way
- More attention and concentration are needed from Instructors and enterprises

13 Your recommendation for improving OJT training of STIMI

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>- Prepare a Questionnaire for each trainee to be filled by OJT.</li> <li>- Continuation with instructors</li> <li>- Conduct upgrading courses for workers</li> <li>- Sending specialized technicians in training</li> <li>- Supervision of absence on OJT</li> <li>- OJT should be correlated with the training at STIMI</li> <li>- Attention in teaching industrial Engineering Drawing</li> </ul> | <ul style="list-style-type: none"> <li>- Continual follow-up</li> <li>- Perfect theoretical training</li> <li>- Set a distinction for trainees who get higher marks</li> <li>- Trainees should receive experience letters from their OJT</li> <li>- Put incentives and punishment for trainees</li> </ul> |
|--|---|

14 Please specify what kinds of aptitude the trainees should have.

( Honesty, Positive change, Management skill, Punctuality, Reliability, Quality.....Others )

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Disciplinary</li> <li>- Capability to Learn</li> <li>- Team work</li> <li>- Quick Understanding</li> <li>- Willing to train</li> <li>- Able to bind between theoretical and practical</li> </ul> | <ul style="list-style-type: none"> <li>- Knowing the importance of Safety in workshop</li> <li>- Continual and fast improvement</li> <li>- Hardworking</li> </ul> |
|---|---|

15 Your willingness of employment for actual trainees.

1. Strong willingness	11
2. If possible	11
3. Replace with others	0
4. No need now	2

\* economic situation

(-1) H

**Annex6-2.**

**Questionnaire For OJT Training ( for Employers )**

*Specialized Training Institute for Metal Industries*

Date: \_\_\_\_\_ / \_\_\_\_\_ / 2001

Name of the company: \_\_\_\_\_

Address and Telephone: \_\_\_\_\_

Tel: \_\_\_\_\_

Production of the company: \_\_\_\_\_

The Purpose of this questionnaire is to review and improve the OJT Training.  
Please put a ( x ) and answer the following questions about the OJT training of STIMI.

- 1 The number of OJT trainees trained on your company.  
1. One trainee                      2. 2~4 trainees                      3. More than 5
- 2 The specialty of the trainees  
1. Machinery                      2. Sheet Metal                      3. Welding                      4. Casting
- 3 The impression of the period of the OJT Training:  
1. Quite long                      2. Long                      3. Suitable                      4. Short
- 4 The salary & allowances offered from your company.  
1. Transportation                      2. Health insurance                      3. Social security                      4. Others :(                      )
- 5 The number of visits of staff from STIMI to your OJT site  
1. Quite enough                      2. Enough                      3. Only one visit                      4. No visit at all
- 6 Working time  
1. Daytime( 8:00 -4:00 )                      2. Shift ( No.of shifts:                      )                      3. Others: (                      )
- 7 Over Time  
1. Often                      2. Sometimes                      3. Not at all
- 8 The type of works during OJT training  
1. Participate Management                      2. Production                      3. Assistance                      4. Often Change
- 9 Matching of STIMI Training program for your actual job  
1. Quite good                      2. Almost good                      3. Some part is good                      4. No matching
- 10 Actual situation of attitude and morals of the trainees  
1. All of them are good                      2. Some of them are good                      3. Not so good                      4. Need to be improved
- 11 Attendance situation of OJT trainees  
1. Quite good                      2. Good                      3. Not so good                      4. Too much absenteeism
- 12 Difficulties of managing OJT Training on your company.  
1. Difficult managing                      2. Going smoothly                      3. Need to be improved

Please specify of difficulties:

13 Your recommendation for improving OJT training of STIMI

14 Please specify what kinds of aptitude the trainees should have.  
( Honesty, Positive change, Management skill, Punctuality, Reliability, Quality.....Others )

- 15 Your willingness of employment for actual trainees..  
 1. Strong willingness                      2. If possible                      3. Replace with others                      4. No need now

(J) A



Annex6-3. List of 1st Group Trainees ( Sep.1999 - Apr.2001 )

as of Mar.2002

Serial No	NO.	Name	Field	Grade	OJT Training	Final Exam	Name of the Company	Salary	Position	Remarks
0001	1	Mohammad Abu Nuwwar	M	G12	Universal Company for Metals MFG		Hayzak Dies & Mold MFG	140	Machinery	
0003	2	Majed Yasin	M	G12	Mold Technologies Co.		Mold Technologies Corp.	140	CNC Operator	
0006	3	Jamal Hawwash	M	T	Sayegh Brothers Industries Group		Sayegh Brothers Industries Group	120	CNC Operator	
0007	4	Ahmad Hab Al-Rumman	M	T	Hayzak Dies & Molds MFG		Hayzak Dies & Mold MFG	140	CNC Operator	
0017	5	Ahmad Al-Soud	M	G12	Mold Technologies Co.		Mold Technologies Corp.	140	CNC Operator	
0022		Tareq Shehrya	M	G12	**** (Drop out 1999/12/28) ****		**** (Drop out 1999/12/28) ****			
0025		Ayman Al-Jaber	M	T	**** (Drop out 1999/12/31) ****		**** (Drop out 1999/12/31) ****			
0030	6	Saad Eddin Ramadan	M	T	Universal Company for Metals MFG		Sayegh Brothers Industries Group	130	Machinery	
0031		Naser Al-Gharaibeh	M	G12	**** (Postpone) ****		**** (Postpone) ****			
0032	7	Mohammad Mansour	M	T	Al ARA Plastic Factory		Al ARA Plastic Factory	120	Machinery	
0035	8	Otham Sali	M	G12	Mold Technologies Co.		Al-Hadal Co.	120	Machinery	
0041	9	Samer Al-Jani	M	T	Hayzak Dies & Molds MFG	82901	Working in Paper company			
0047	10	Muzalab Owaida	M	G12	Hayzak Dies & Molds MFG	82901	Specialized Furniture Est. (stf)	120	CNC Operator	
0051	11	Mohammad Al-Tamimi	M	T	Royal Scientific Society		Royal Scientific Society (RSS)			
0054	12	Mohammad Omar Hasan	M	G12	Mold Technologies Co.		Mold Technologies Corp.	140	CNC Operator	
0056	13	Arafat Al-Lafham	M	G12	Ashour for Industry & Trading Co.					
0058	14	Mohammad Al-Omar	M	G12	Ashour for Industry & Trading Co.		Mold Technologies Corp.	140	CNC Operator	
0060	15	Mohammad Al-Ra'ie	M	T	Mold Technologies Co.		JWAICO	140	CNC Operator	
0076	16	Samer Al-Arnawi	M	T	Universal Company for Metals MFG		Working in "Kuwait"			
0004	1	Omar Abu Jwayyed	SM	G12	Abdeen Co.		Abdeen Co.	120	Fabricator	
0005	2	Bilal Yousef	SM	G12	Ahmad Ayubi Co		National Paint Co.		Fabricator	
0011	3	Mohammad Mashaqbeh	SM	G12	Universal Co (Mold)	82901				
0012		Luqai Rasras	SM	T	**** (Drop out 1999/12/04) ****		**** (Drop out 1999/12/04) ****			
0014	4	Mou'd Momeni	SM	G12	Ahmad Ayubi Co		National Paint Co.		Fabricator	
0019	5	Mohammad Qadoumi	SM	G12	Jordan Aluminium Metal Co. (JAMCO)		Jordan Aluminium Metal Co. (JAMCO)	110	Fabricator	
0024		Muaid Hamoud	SM	G12	**** (Postpone) ****		**** (Postpone) ****			
0027	6	Yacoub Al-Khalid	SM	G12	Steel Building Company Ltd		Al Petra Plastic Factory		Fabricator	
0028	7	Ramzi Al-Ahwal	SM	G12	East Mediterranean Industrial Buildings & Equipment		Union Co.	120	Fabricator	
0034	8	Ala'a Boyyan	SM	G12	Steel Furniture Factory Co. (Ayubi)		Steel Furniture Factory Co. (Ayubi)	140	Fabricator	
0036	9	Ahmad Al-Azmar	SM	G12	Jordan Aluminium Metal Co. (JAMCO)		Jordan Aluminium Metal Co. (JAMCO)	110	Fabricator	
0038		Fouad Al-Sakni	SM	G12	**** (University 2000/02) ****		**** (University 2000/02) ****			
0049	10	Youssef Sakl Mohammad	SM	G12	Steel Building Company Ltd		Abdeen Co.	120	Fabricator	
0050		Mahmoud Al-Tamimi	SM	T	**** (Drop out 1999/12/25) ****		**** (Drop out 1999/12/25) ****			
0063	11	Niyazi Al-Tail	SM	G12	Abdeen Co.		National Food Co.	150	Computer	
0064	12	Abdullah Abu Rashed	SM	G12	Union Steel Building	82901	Working in USA			
0068		Isabim Al-Jabr	SM	G12	**** (Join Army) ****		**** (Join Army) ****			
0069	13	Adeeb Al-Noufal	SM	G12	Steel Furniture Factory Co. (Ayubi)		Al-Ayubi Co.		Fabricator	
0073	14	Youssef Al-Namroufi	SM	T	United for Metals Industry Co.		Arab Steel Pipe Co. (Sahab)	150	Fabricator	
0002	1	Maher Al-Kasabeh	W	G12	Potash Co.					
0008	2	Rateb Issa	W	T	Nagem Co Engineering & Contracting	82901	Nagem Co Engineering & Contracting	100	Welder	
0009	3	Samer Nasum	W	G12	Mash Plant Co.		Working at Welding Workshop	60	Welder	
0010	4	Ala'a Othman	W	G12	Steel Furniture Factory Co. (Ayubi)		Working in Ragib Area			
0013	5	Nizar Mustafa	W	G12	Cable Jordanian Co.		Cable Jordanian Co.	150	Welder	
0015	6	Mahmoud Al-Anati	W	G12	Nagem Co Engineering & Contracting	82901	Metal Industry Co. (METALCO)	120	Welder	
0016	7	Mohammad Sanat	W	G12	Alota Factory for Industrial Engineering Co.		Garnata Exhibition Co.	180	Secretary	
0018	8	Nael Aqel	W	G12	Steel Furniture Factory Co. (Ayubi)					
0020	9	Mohammad Al-Tamimi	W	G12	Steel Furniture Factory Co. (Ayubi)		Metal Industry Co. (METALCO)	120	Welder	
0021	10	Hazin Al-Muhsaab	W	G12	Universal Gas Co.	82901	Working in grocery shop			
0023	11	Shadi Yacoub	W	G12	Steel Building Company Ltd		Water Authority Co.	90	Blacksmith	
0026		Saad Jabr	W	G12	**** (Drop out 2000/11/16) ****		**** (Drop out 2000/11/16) ****			
0029	12	Mustafa Al-Jabr	W	G12	Steel Furniture Factory Co. (Ayubi)		Working at Blacksmith Workshop	90	Blacksmith	
0033	13	Khalid Al-Jadawneh	W	T	Phosphat Co. (Agaso)		Phosphat Co.			
0037	14	Mahmoud Ehdieb	W	G12	Potash Co.		Alba House Co.	70	Assistant	
0039	15	Zaid Nairoukh	W	G12	Potash Co.	82901				Wet Welding
0043	16	AbdelAziz Al-Masharfeh	W	G12	Steel Furniture Factory Co. (Ayubi)					
0044	17	Mohammad Mousa	W	G12	Nagem Co Engineering & Contracting		Jamal Sesan Co.	80	Blacksmith	
0057	18	Naim Al-Sharif	W	T	Ashour for Industry & Trading Co.	82901	Working at Blacksmith Workshop			
0062	19	Nidal Yamin	W	G12	Electrical Mechanical Tech Engineering Co.		King Abdullah Design Development Center	180	Welder	
0040	1	Bilal Rasras	CF	G12	General Engineering Industries		Asia Casting Co.	100	Casting	
0042	2	Khalid Damra	CF	G12	Acad Engineering Co. (Issa)					
0045	3	Saad Raddad	CF	G12	General Engineering Industries					
0046	4	Ahmad Roubi	CF	G12	General Engineering Industries					Study in College
0048		Ala'a Alw Ads	CF	G12	**** (Drop out 2000/12/28) ****		**** (Drop out 2000/12/28) ****			
0052	5	Mohammad Qatanani	CF	G12	Abdul Rul Alqel Co.		Abdul Rul Alqel Co.	120	Casting	
0051		Hamze Abu Hara	CF	G12	**** (Postpone) ****		**** (Postpone) ****			OJT with 2B
0055	6	Tareq Ahmad	CF	G12	Mash Casting Co.		Sheba Metal Casting Co.	100	Casting	
0059	7	Osama Aqel	CF	G12	General Engineering Industries					Preparing TAJWIHE
0061	8	Thamer Assaf	CF	G12	Sheba Metal Casting Co.	82901	Working in Food shop			
0065	9	Mohammad Abu Rayyash	CF	G12	Abdul Rul Alqel Co.		Abdul Rul Alqel Co.	120	Casting	Marka
0066	10	Zaid Abu Eshef	CF	G12	Jabal Co.					
0067		Wazem Abu Shweh	CF	G12	**** (Drop out 2000/12/22) ****		**** (Drop out 2000/12/22) ****			
0070	11	Hamze Shams'h	CF	G12	Abdul Rul Alqel Co.		Working at Father's Company	90		
0071	12	Bilal Khaki	CF	T	Royal Scientific Society		Royal Scientific Society (RSS)	150	Casting	
0072	13	Ashraf Abu Darwish	CF	T	Cement Rasheed Co.					
0074	14	Amr Ali	CF	G12	Acad Engineering Co. (HM)		Working at Father's Company		Casting	
0075	15	Hadi Abu Zahra	CF	T	Acad Engineering Co. (HM)		Working in UAE (Glass Co.)	250		
0077		Mos'Yed Radwan	CF	G12	**** (Postpone) ****		**** (Postpone) ****			

Graduates (2001/5/9)	54/64	84.4%
Graduates (2001/8/29)	64/64	100.0%
Employment Rate (9/9/2001)	52/64	81.3%

## Annex6-4 List of 2nd Group Trainees ( Oct.2000 - Apr.2002 )

as of May 2002

Code	NO.	Name	Field	Grade	OJT Company	Final Exam	Employment	Salary (JD)	Remarks
0001		Ahmad Yousef Mohammad Al-Rayee	M	T	Postpone				
0002	1	Ahmad Hani Omal Al-Jadeed	M	T	Mold Technology Corp.		Mold Technology Corp.	140	
0004	2	Asad Al-Deen Seelan Salem Al-Jarrah	M	T	University of Scientific and Technology				
0005	3	Fareed Saheel Fareed Haddad	M	T	Al Quds Plastic Co.		Al Quds Plastic Co.	-	(Father's Company)
0006	4	Ahmad Nayef Ismail Akel	M	T	Al Dwall Metal Industry Co.		Al Dwall Metal Industry Co.	140	
0007	5	Salah Al-Deen Younis Mohammad Al-Theeba	M	T	Royal Scientific Society				
0009	6	Jibreel Kamal Hamad Khallab	M	T	Mold Technology Corp.		Mold Technology Corp.	140	
0011	7	Mohammad Anwar Younis Abed Al Wahhab	M	T	Mold Technology Corp.		Mold Technology Corp.	140	
0012	8	Moualaz Yousef Abd Al-Rahman Hussein	M	G12	Mold Technology Corp.				(OJT: Egypt)
0014	9	Azzam Fathee Ayub Abu-Sa'ad	M	G12	Ashour		Al Dwall Metal Industry Co.	140	
0016	10	Saleh Yousef Saleh Alyyan	M	G12	Mold Technology Corp.		Al Nageme Co.	-	(Father's Company)
0036	11	Mohammad Ibrahim Hassan Al-Asafreh	M	G12	Naizak*		Naizak*	120	
0041		Baker Muflih Odeh Hamoud	M	T	Join Community College				
0044	12	Amjad Ibrahim Mohammad abu-Amoud	M	T	Mold Technology Corp.		Mold Technology Corp.	140	
0053	13	Khalid Hasan Yousef Nassar	M	T	Mold Technology Corp.*		Mold Technology Corp.*	140	
0054	14	Fadi Faiq Salim Abu-Hani	M	G12	Mold Technology Corp.*		Mold Technology Corp.*	140	
0055	15	Ali Suleiman Juma Abu-Mahfooz	M	G12	Mold Technology Corp.*		Mold Technology Corp.*	140	
0056	16	Wa'el Mohammad Mafeed Abu A'bdu	M	G12	Royal Scientific Society				
0017		Ala Aldeen Asam Sadek Sadek	SM	G12	Long Absenteeism				
0019	1	Salee Salem Ali Al-Saroum	SM	G12	Arab Potash Company		Loutus Co.	110	waiting APC respons
0021	2	Ahmad Fathi Yousef Yousef	SM	G12	Ayoubi-Sahab		Ayoubi-Sahab	100	
0024	3	Luai Mohammad Abed Al-Rahim Jumas	SM	G12	Ayoubi-Sahab		Ayoubi-Sahab	120	
0026	4	Abudllah Ibrahim Mohamoud Abu-Shareeha	SM	G12	Steel Building Company Ltd.		Steel Building Company Ltd.	155	
0027	5	Mohaned Odeh Mohammad Salem	SM	G12	Abdeen		Abdeen	120	
0029	6	Husam Jabreel Shaakat Al-Aasee	SM	G12	Ashour		Ashour	150	
0037	7	Waleed Hassan Abed Allah Abu-Ilshaid	SM	G12	Universal Steel Fabrication Factory *		Ashraf Co.	150	
0039	8	Ala Ibrahim Ali Mohammad	SM	G12	Petra Aluminium		Petra Aluminium	120	
0042	9	Nizar Khaleel Mohammad Al-Natasha	SM	G12	Petra Aluminium		Petra Aluminium	120	
0043	10	Adham Mustafa Sadeq Qattash	SM	G12	Ayoubi-Sahab		Ayoubi-Sahab	120	
0045	11	Rami Mohammad Mousa Al Drawshah	SM	T	Universal Steel Fabrication Factory *		Loutus Co.	120	
0046	12	Basim Younis Abed Al-Azeez Samreen	SM	G12	Abdeen		Abdeen	120	
0051		Hussein Ali Hussein Al-Dalay	SM	G12	Long Absenteeism				
0052	13	Mohaned Husam Mohammed Shleiman	SM	G12	Universal Steel Fabrication Factory *				wish to work on the ship
0056	14	Mohamoud Khaleel Mousa Khadar	SM	G12	Universal Steel Fabrication Factory *		Ashraf Co.	150	
0057	15	Juwad Marayee Hamlan Al-Harasees	SM	G12	Arab Polash Company				
0059	16	Bashar Ibrahim Ahmad Amira	SM	T	Steel Building Company Ltd.		Steel Building Company Ltd.	165	
0003	1	Husam Salam Dawud Taffaha	W	T	Carlton Paper Co. *	F			
0008	2	Asam Subhee Ramadan Jaber	W	T	Jordan Refinery Co.	F			
0010		Mouaz Mohammad Assad Al-Teeba	W	T	John Mu'ta University				
0013	3	Ayham Abed Al-Lateef Mohamoud Al-Saadi	W	G12	*METALCO (10/B Left)	F			2days only
0015	4	Mohammad Majed Rasmee Al-Abbe	W	G12	Jordan Refinery Co.				
0018		Mohammad Jabri Shukaf Al-Bayee	W	G12	Join University (2nd Term)				
0020	5	Shabaan Mohammad Shabaan Sadeq	W	G12	Jordan Refinery Co.				
0022	6	Ali Mohammad Ali Al-Shalbi	W	G12	Jordan Refinery Co.		Al Nasar Co.	170	
0023	7	Khalid Mohammad Abd Al-Raheem Jumah	W	G12	Universal Steel Fabrication Factory				
0032		Sadeq Toufeeq Mohammad Ali	W	G12	Quit out				
0034	8	Mohaned Mohammad Mahmoud Hammad	W	G12	Universal Steel Fabrication Factory		MAIS Co.		
0035	9	Tareeq Mohammad Saleem Mohammad	W	G12	Ayoubi-Sahab **				
0040	10	Hussein Ibrahim Hussein Al-Teebah	W	G12	Potash (Karak)	F			
0046	11	Adnan Mohammad Shabaan Sa'adah	W	G12	Jordan Refinery Co.				
0047	12	Moutasem Danwish Mustafa Al-A'see	W	T	Ashour		MAGI Co.	230	
0049	13	Moutasem Ghalib Abd Al-Atheem Al-Juneidi	W	G12	Jordan Refinery Co.	F			
0050		Sameer Wa'el Taha Gharabaye	W	T	Join University (2nd Term)				
0025	1	Salah Adeen Mohammad Abd Al-Qader Al-Ayass	CF	G12	Shaba Metal Casting Co.		Shaba Metal Casting Co.	120	
0028	2	Moutasem Biallah Fayez Salim Al-Salim	CF	G12	Prince Faysal Hussein Armed W.Shop *	F			
0030	3	Mohammad Fouzy Sadeq Shatewyee	CF	G12	Shaba Metal Casting Co.		Shaba Metal Casting Co.	120	
0031		Mohammad Salim Shleiman Al-Jarad	CF	G12	Wish to work Welding				
0032	4	Fady Khalid Mohammad Abu Aryasha	CF	G12	Shaba Metal Casting Co.*		Shaba Metal Casting Co.	120	
0038	5	Mahmoud Ibrahim Ali Nasar	CF	G12	Al Twakol Ala Allah Casting Co. *	F			
0050	6	Fahad Uthman Hussein Hamdan	CF	G12	Abdul Riuf Alegei Co. *	F			
0053		Hamza Abu Hata	CF	G12	Royal Scientific Society				(O Postponed)

51

43  
84.3%32  
74.4%

Annex6-5.

Result of Evaluation for 1Group Graduates ( from Employers )

Specialized Training Institute for Metal Industries  
Mar.2002

Total No. of Companies	8
------------------------	---

1 The number of employment of STIMI graduates in your company.

1. One (1)	
2. Two (2) to four (4)	7
3. More than five (5)	1

\* Some companies employed the graduates from two workshops of STIMI.

2 The specialty of the graduates

1. Machinery	3
2. Sheet Metal	5
3. Welding	2
4. Casting	0

3 The salary offered from your company.

1. Less than 79 JD	
2. 80 JD - 99 JD	
3. 100 JD - 149 JD	8
4. More than 150 JD	

\* Salaries are almost suitable for craftsman level.

4 The allowances offered from your company.

1. Transportation	6
2. Health insurance	3
3. Social security	7
4. Others :( lunch meal )	4

5 The type of works for graduates of STIMI

1. Production	6
2. Assistance for Technician	7
3. Participate Management	0
4. Often Change	0

\* Almost all the graduates are in charge of manufacturing work.

6 The ability of STIMI graduates to implement proper work at the work place in your company.

1. Quite good	3
2. Almost good	5
3. Some job is good	0
4. Not good	0

\* The result is good and STIMI should try to keep the skill level of trainees.

7 Necessary attitude for STIMI graduates at the workplace.

1. Responsibility	1
2. Well mannered	2
3. Qualified knowledge	5
4. Fast learner	3
5. Punctual	1

\* STIMI should provide the trainees with suitable knowledge, skill and attitude for the work site.

8 Matching of STIMI Training program for your actual job

1. Quite mutching	3
2. Almost mutching	4
3. Some part is mutching	1
4. No matching at all	0

9 The attitude and morals of STIMI graduates at the workplace.

1. Quite good	6
2. Almost good	2
3. Not so good	0
4. Need to be improved	0

10 Attendance situation of the graduates of STIMI

1. Quite good	7
2. Good	1
3. Not so good	0
4. Too much absenteeism	0

11 Your recommendation for improvement for graduates of STIMI

- \* to keep on craftsman training program
- \* to be able to perform also by hand work instead of machine
- \* to concentrate on practical side accurately for required job
- \* to blush up English ability
- \* to concentrate on CNC programming & operation

12 Your willingness of employment for next graduates

1. Strong willingness	5
2. If possible	3
3. No need now	0

\* According to the result of interview, the company side has recognized the defference between skilled level and craftsman level since STIMI sent the trainees.

Handwritten marks: a large 'H' and a circled '1'.

## Annex6-6. Questionnaire of STIMI Graduates ( for Employers)

Specialized Training Institute for Metal Industries

Date:        /        / 2001

Name of the company: \_\_\_\_\_

Address and Telephone: \_\_\_\_\_

Tel: \_\_\_\_\_

Production of the company: \_\_\_\_\_

The purpose of this questionnaire is to review and improve the training program in STIMI.  
Please put " O " and answer the following questions after evaluating the graduates of STIMI.

- 1 The number of employment of STIMI graduates in your company.  
1.One (1)                      2. Two (2) to four (4)                      3. More than five (5)

Name: \_\_\_\_\_

- 2 The specialty of the graduates  
1.Machinery                      2.Sheet Metal                      3.Welding                      4.Casting

- 3 The salary offered from your company.  
1. Less than 79 JD                      2. 80 JD - 99 JD                      3. 100 JD - 149 JD                      4. More than 150 JD

- 4 The allowances offered from your company.  
1. Transportation                      2.Health insurance                      3.Social security                      4.Others :(                      )

- 5 The type of works for graduates of STIMI  
1.Production                      2.Assistance for Technician                      3.Participate Management                      4.Often Change

- 6 The ability of STIMI graduates to implement proper work at the wrokplace in your company.  
1. Quite good                      2. Almost good                      3.Some job is good                      4.Not good

- 7 The positiveness of STIMI graduates at the workplace.  
1. Quite positive                      2. Almost positive                      3.Some job is positive                      4. Not positive at all

- 8 Matching of STIMI Training program for your actual job  
1.Quite mutching                      2. Almost mutching                      3. Some part is mutching                      4.No matching at all

- 9 The attitude and morals of STIMI graduates at the workplace.  
1.Quite good                      2. Almost good                      3.Not so good                      4. Need to be improved

- 10 Attendance situation of the graduates of STIMI  
1.Quite good                      2. Good                      3.Not so good                      4.Too much absenteeism

- 11 Your recommendation for improvement for graduates of STIMI

- 12 Your willingness of employment for next graduates  
1.Strong willingness                      2.If possible                      3. No need now



Annex7-1. Upgrading Training Course ( as of May 2002)

NO.	Course Name	No. of Participants	Target	Period	Training Hours	NO. of Graduate	Fee (JD)	Remarks
1	* Audio Visual Aids(1)	5	Instructor	07/12/99 - 07/20/99	24	5	-	STIMI instructor
2	* Audio Visual Aids(2)	5	Instructor	07/21/99 - 07/28/99	28	5	-	STIMI instructor
3	* Audio Visual Aids(3)	5	Instructor	07/29/99 - 07/31/99	8	5	-	Sahab instructor
4	* Audio Visual Aids(4)	3	Instructor	08/01/99 - 08/08/99	28	3	-	STIMI instructor
5	* Heat Treatment	5	Instructor	11/21/99 - 11/29/99	24	5	-	STIMI instructor
6	Color Mixing	8	Employee	12/18/99 - 12/22/99	15	8	40	Different companies
7	* NC Lathe	6	Instructor	01/31/00 - 02/29/00	80	6	-	STIMI instructors
8	Pipe Welding	9	Employee	03/21/00 - 04/18/00	60	9	80	Different companies
9	Auto - CAD	10	Employee	03/26/00 - 04/24/00	60	10	50	VTC(4)
10	Arc Welding ( 1)	10	Employee	05/16/00 - 06/07/00	60	10	85	EU,NGO
11	CO2 Welding	10	Employee	06/13/00 - 06/29/00	40	10	85	EU,NGO
12	Arc Welding (2)	10	Employee	07/09/00 - 07/31/00	60	10	85	EU,NGO
13	Arc Welding (3)	10	Employee	08/23/00 - 09/14/00	60	8	85	EU,NGO
14	CO2 Welding	9	Employee	10/03/00 - 10/18/00	40	9	85	EU,NGO
15	Brass Brazing	7	Employee	12/04/00 - 12/10/00	15	7	40	at Hamko.Co
16	Machinery ( Turning )	2	Employee	12/10/00 - 12/14/00	20	2	240	at Ein Al-Basha Co.
17	* Welding Inspection	9	Instructor	01/21/01 - 02/01/01	36	9	-	STIMI & Other Center
18	* NC EDM	10	Instructor	02/11/01 - 02/15/01	20	10	-	STIMI & Other Center
19	* Teaching Methodology	8	Instructor	02/13/01 - 02/28/01	48	7	-	STIMI & Other Center
20	Milling machine	4	Instructor	03/18/01 - 03/22/01	25	4	Total 320	Ministry of Public Work
21	TIG,MIG Welding	14	Instructor	03/25/01 - 03/29/01	25	14	Total 1350	UNRWA
22	Heat Treatment	1	Employee	04/02/01 - 04/11/01	40	1	500	Owner of Enterprise
23	Welding Technology	1	Employee	07/08/01 - 07/19/01	50	1	80	
24	*NC simulator & Macro Programming	5	Instructor	08/26/01 - 08/30/01	20	5	-	STIMI instructor
25	CNC	3	Instructor	09/09/01 - 09/16/01	25	3	Total 475	UNRWA
26	Welding Management	2	Manager	25/09/01 - 27/09/01	9	2	120	Sunbleh Co.
27	Spot Welding	6	Employee	10/10/01 - 10/10/01	3	6	90	Sunbleh Co.
28	Third Country Training Program (CAD,CN	16	Instructor	03/03/02 - 04/11/02	125	16	-	9 countries, 1 region
29	* Welding Management	6	Instructor	03/10 /02- 03/21/02	40	6	-	STIMI instructor
30	CNC	15	Trainees & instructors	05/19/02 - 05/23/02	25	15	50	UNRWA
31	CNC	12	Trainees & instructors	05/26/02 - 05/29/02	25		50	UNRWA
32	Welding Technology	15	Job Seeker	05/26/02 - 06/27/02	150		70	EU,NGO ( Palestinian )
33								
34								
35								
	Total					211		

\* : Short Term Expert



Annex7-2. Result of Evaluation for Upgrading Training ( from Companies )

Specialized Training Institute for Metal Industries

Mar.2002

Date of collection  
Number of Answers

July.2000 - Mar.2002  
7

Number of employees

1 ~ 9	10 ~ 29	30 ~ 49	50 ~ 99	100 ~ 299	300 ~ 499	500 ~
	4			2		1

Sector of business

a. Manufacturing	b. Service	c. Others
5	2	0

1.Participated Course

1. Color Mixing	8
2. Pipe Welding	2
3. Auto CAD	2
4. Arc Welding	2
5. CO2 Welding	2
6. TIG, MIG Welding	14
7. CNC	4
8. Welding Inspection	2
9. Spot Welding	6
10. Brass Brazing	7

2. Position of Participants

1. Director	
2. Section Chief	3
3. Experienced Worker	3
4. Less experienced Worker	1
5. Others	

3. Evaluation of Ability

1. Really upgrade	6
2. Not upgrade	
3. Positive attitude	1
4. No change	
5. Others	

4. Another Course

1. Yes	7
same	4
other	3
2. Possibly	
3. No	

5. Improvement Point

	Good	Fair	Poor
1. Cost of Training	5	2	
2. Time of Training	4	3	
3. Length of Period	5	2	
4. Quality of Training	5	2	
5. Types of Training	7		
6. Others			

6. Other Comments

- \*\* Transportation was not available
- \*\* Better to include the training for working behavior
- \*\* Need more assistance

Comment: Almost all of the companies satisfied the upgrading training courses of STIMI and also required another training courses. Lately, not only the private companies but also governmental organizations and other vocational training centers are inquiring the upgrading training courses for their instructors.



( )

4. Will you make another trainee(s) participate in the Upgrading Training courses?

- (1) Yes, definitely.
- (2) Possibly
- (3) No (Please specify the reason: )

If you select (1) or (2), what type of the Upgrading training courses you make them participated?

- (a) The same training course (the course that was answered in Question No.1)
- (b) Other training courses (please specify: )

5. Please give us the problems or the points to be improved on the Upgrading Training courses in the viewpoint of the supervisor or employer, if any. (Plural answers are possible.)

- |  |                    |
|--|--------------------|
| (1) Cost of the Training                   | Good / Fair / Poor |
| (2) Time of the Training                   | Good / Fair / Poor |
| (3) Length of the Training period          | Good / Fair / Poor |
| (4) Quality of the Training                | Good / Fair / Poor |
| (5) Types of the Training Courses provided | Good / Fair / Poor |
| (6) Others (Please specify: )              |                    |

If you select "Poor" in (3), please show the points to be improved concretely.

( )

If you select "Poor" in (4), please show the type of training course you really need.

( )

6. Other comments, if any:

Thank you for your cooperation.

(-1) H

## Annex8. Evaluation Grid for the Project

### 1. Relevance

Subject	Items	Source of Information	Results
<p>1.1 Relevance of the overall goal from the points of view of Jordanian country development strategy</p>	<ul style="list-style-type: none"> <li>• National development policy</li> <li>• Jordanian policy on vocational training</li> <li>• The role of VTC and STIMI in vocational training in Jordan</li> </ul>	<p>Economic and Social Development Plan (1999-2003)</p> <p>Interview to the General Director of VTC</p>	<ul style="list-style-type: none"> <li>• The Economic and Social Development Plan prioritizes supply of labor force in accordance with the demands of Jordanian labor market is one of the objectives in human resource development for related to labor market. ECC recommended the development of education and vocational training to coincide with the real requirements of the labor market.</li> <li>• STIMI is a specialized training institute for Craftsman grade II in the classification of occupational workers by VTC. STIMI is the only institute of training in the fields of machinery and metal industry at the level of craftsman in VTC.</li> </ul>
<p>1.2 Needs of the target group</p>	<ul style="list-style-type: none"> <li>• Industry</li> <li>• Unemployment</li> <li>• Training needs for industry</li> </ul>	<p>Department of Statistics Project's reports</p>	<ul style="list-style-type: none"> <li>• The manufacturing industry still occupies a share in the Jordanian economy, accounting for 15.6% of all the GDP and 12.1% in employment in 1999, according to Department of Statistics. In the industry of manufacture of fabricated metal products, the share of GDP and employment in manufacturing is 2.9% and 8.9% respectively in 1999. In this industry, 11,215 persons are employed by 3,785 companies in 1999. Vocational training in metal work and machinery is beneficial in metal processing and also in other manufacturing industry somehow as a base of industry.</li> <li>• According to Department of Statistics, unemployment rate is 14.7%. Younger generation suffer higher rates of 37.9% in the age group of 15 to 19 years old and 27.1% in that of 20 to 24 years old.</li> <li>• Results of questionnaire surveys of 2001 executed by the Project indicate that the companies accepted OJT expressed their favorable opinions toward employment of graduates from the Apprenticeship training course. The survey results suggest that the training offered by STIMI meets the demands of Jordanian companies.</li> </ul>
<p>1.3 Japanese cooperation policy</p>	<ul style="list-style-type: none"> <li>• Priority area of cooperation</li> </ul>	<p>Documents of JICA</p>	<ul style="list-style-type: none"> <li>• Human resource development by vocational training that meets training needs of industry is among the priority areas of Japanese technical assistance to Jordan.</li> </ul>

## 2. Effectiveness

Subject	Items	Source of Information	Results
2.1 Degree of Achieving Project Purpose	<ul style="list-style-type: none"> <li>• Employment rate of craftsman Course</li> <li>• Results of examination for category of craftsman</li> <li>• Results of evaluation for upgrading courses</li> </ul>	Project's reports	<ul style="list-style-type: none"> <li>• 87.8% of the first graduates of the craftsman level course in the 3 sections of STIMI, welding, sheet metal processing and machinery, supported by the Project in 2001. This employment rate is very high, considering a high unemployment rate of younger age groups.</li> <li>• All of the graduates passed the examination and obtained a certificate of Craftsman in 2001.</li> <li>• Evaluation results were positive for upgrading course for private companies collected between July 2000 and March 2002.</li> </ul>
2.2 Achievement of Output and its Relationship with the Project Purpose	<ul style="list-style-type: none"> <li>• Levels of the skills of instructors to give training to the students of Craftsman level</li> <li>• Provision of upgrading training course</li> </ul>	Interviews to JICA experts and instructors of STIMI Project's reports	<ul style="list-style-type: none"> <li>• Levels of the skills of instructors are upgraded sufficiently enough to give training to the trainees at craftsman level in STIMI. It can be said that there is not a substantial difference in the level of the instructors' capability among the three sections of STIMI.</li> <li>• By March 2002, 22 upgrading course were executed for 145 participants, excluding upgrading training only for STIMI's instructors. In the implementation of the upgrading courses, STIMI are working together with private companies, government institutes, NGOs, offering high quality training to a wide variety of trainees, other than young Jordanian trainees at the craftsman level.</li> </ul>
2.3 Social Factors	<ul style="list-style-type: none"> <li>• Point of view of gender</li> </ul>	Interviews to JICA experts and staff of STIMI Project's reports	<ul style="list-style-type: none"> <li>• STIMI does not prohibit admission of a female trainee. There is a general tendency of less female applicants for vocational training in the fields of industrial courses in Jordan. In upgrading courses, a woman applied and accepted for a training course of CAD.</li> </ul>



### 3. Efficiency

Subject	Items	Source of Information	Results
3.1 Efficiency in Making Use of Inputs	<ul style="list-style-type: none"> <li>• Number of instructors</li> <li>• Technical transfer to instructors</li> <li>• Number of instructors</li> </ul>	Interviews to JICA experts and staff of STIMI Project's reports Observation	<ul style="list-style-type: none"> <li>• Although there are some vacancy in the position of counterparts, currently the number of instructors is enough. VTC provides STIMI with more instructors than other training centers of VTC, so that the technical transfer by the Project is effectively done.</li> <li>• Capacity to absorb technique by the Jordanian instructors is high. However, technical transfer is hampered, when instructors leave STIMI to work outside of the country during the Project period. To cope with this volatile situation of instructors, the Project is facilitating transfer of technique and skills among the instructors.</li> <li>• To keep the quality of the training for Craftsman level course, the number of students in each section, from 15 to 20, seems to be appropriate. Vocational training in the fields of metal working and machinery for a high quality of skilled labor tends to be more costly compared with other fields of vocational training. Machinery is generally expensive and the number of trainees is limited for the delivery of effective and safe training.</li> </ul>
3.2 Timing of inputs in the implementation of the Project	<ul style="list-style-type: none"> <li>• Construction of STIMI and allocation of counterparts</li> </ul>	Project's reports	<ul style="list-style-type: none"> <li>• VTC purchased the land and constructed buildings for the operation of STIMI as scheduled. Allocation of counterparts for Japanese side was delayed and the number of counterparts increased later.</li> </ul>

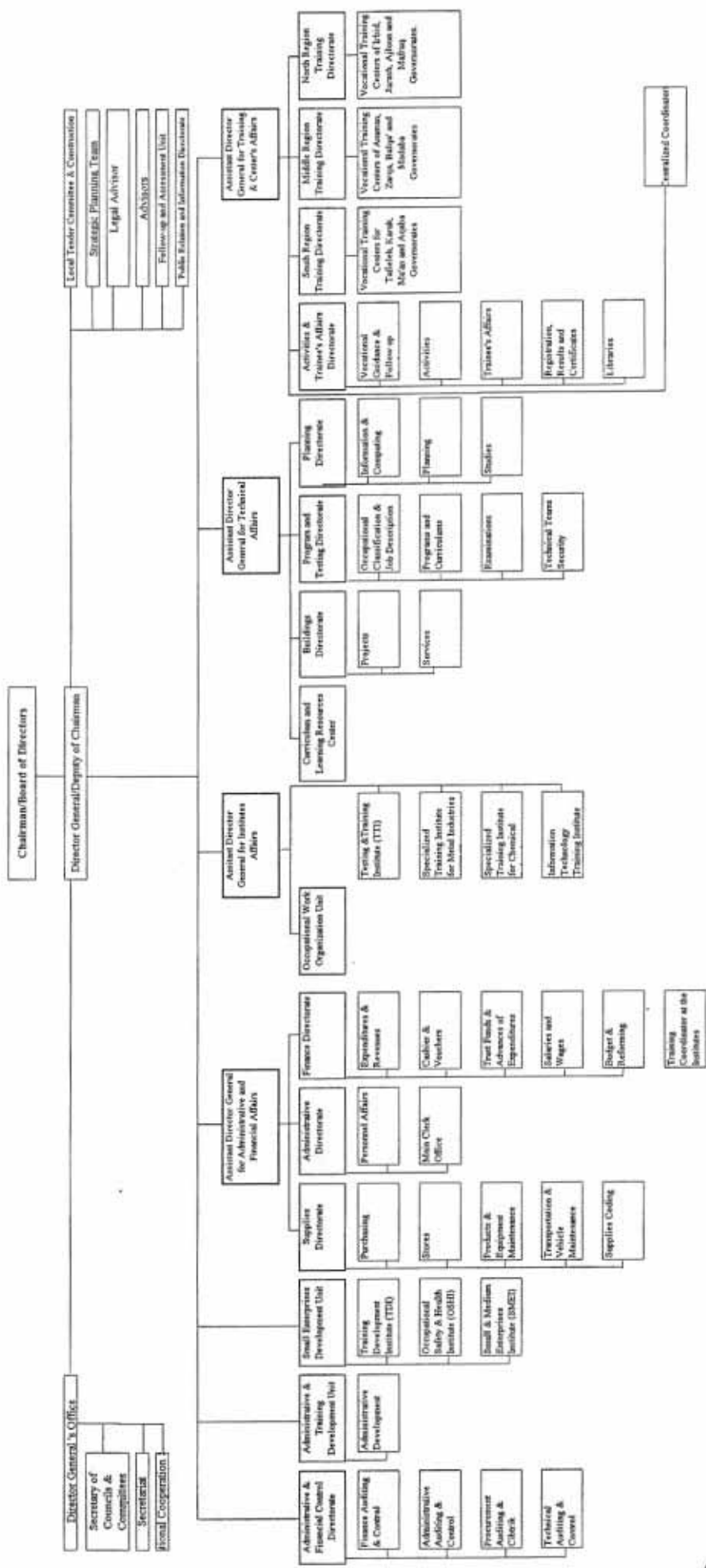
#### 4. Impact

Subject	Items	Source of Information	Results
4.1 Achievement of Overall Goal	<ul style="list-style-type: none"> <li>Overall goal and important assumptions</li> </ul>		<ul style="list-style-type: none"> <li>It is still too early to evaluate the future impact of the Project. At this moment, it is difficult to judge the demands of metal working and machinery industry for skilled labor by the year 2007. It is still difficult to suppose now to how much and to what degree the metal and machinery industries will have obtained the facilities and equipment necessary for upgrading technological capabilities in their workshop.</li> </ul>
4.2 Indirect effects on vocational policy of VTC	<ul style="list-style-type: none"> <li>Specialized training institute</li> </ul>	Interviews to staff of VTC and STIMI	<ul style="list-style-type: none"> <li>VTC considers STIMI as a good case of Craftsman level specialized training institute. VTC actually has a plan to establish 3 new institutes for different specialized training fields within two years, in addition to four specialized training institutes at Craftsman level including STIMI.</li> </ul>
4.3 Indirect effects on other organizations	<ul style="list-style-type: none"> <li>Training for instructors</li> <li>Technical advice to private companies</li> <li>Cooperation with other organization than STIMI</li> </ul>	Interviews to JICA experts and staff of STIMI Project's reports	<ul style="list-style-type: none"> <li>STIMI conducted training for instructors as a part of upgrading training course. STIMI is contributing in the implementing training for instructors of VTC centers and other organizations other than those of VTC in the fields of metal working and machinery. Through the activities of instructors who received training in STIMI, technique and skills of STIMI can be extended more out of STIMI.</li> <li>As an additional work to project activities, instructors of STIMI give technical advice to visitors from private companies who come to STIMI seeking for advice. This is one proof of confidence by private companies to STIMI's technical level that contribute to upgrading of metal industry's technical level.</li> <li>STIMI has cooperation agreement with University of Jordan, University of Science and Technology, Royal Scientific Society, Industrial Estate Corporation, and Jordan Engineering Association. These agreements are base of collaboration to improve technical level of instructors and curriculum and will be useful to extend STIMI's activities.</li> </ul>
4.5 Effects outside of Jordan	<ul style="list-style-type: none"> <li>Upgrading training courses</li> </ul>	Project's reports	<ul style="list-style-type: none"> <li>Upgrading courses include training for instructors and training for trainees from neighboring Arab countries and UNRWA. In 2002, third country training program was executed by STIMI and training for Palestinians through UNRA was currently being supplied on May 2002.</li> </ul>

## 5. Sustainability

Subject	Items	Source of Information	Results
5.1 Organizational issue	<ul style="list-style-type: none"> <li>• Number of instructors after the completion of the Project</li> </ul>	Interviews to JICA experts and staff of STIMI	<ul style="list-style-type: none"> <li>• Now VTC provides STIMI with more instructors than other training centers of VTC. It is advisable that STIMI maintains number of trainees.</li> </ul>
5.2 Technical aspects	<ul style="list-style-type: none"> <li>• Annual training plan</li> <li>• Teaching materials</li> <li>• Information for maintenance</li> </ul>	Interviews to JICA experts and staff of STIMI Project's reports Observation	<ul style="list-style-type: none"> <li>• A manual for Annual Training Plan is prepared, which will be useful in making an annual training plan for STIMI.</li> <li>• In the Project activities, together with VTC's authorized textbooks, new textbooks are being elaborated in a joint work between the Jordanian instructors and the Japanese experts. Already some new teaching materials have been made by a part of the Jordanian instructors, continuing development of teaching materials in accordance with industrial training needs will be necessary to keep the high quality of training in STIMI.</li> <li>• Currently the equipment is properly used and maintained. The project is preparing information on contact points for the maintenance of the equipment, when the equipment has some trouble or needs spare parts.</li> </ul>
5.3 General conclusion	<ul style="list-style-type: none"> <li>• Perspective for sustainability</li> </ul>	Interviews to experts and staff of STIMI Project's reports	<ul style="list-style-type: none"> <li>• The Project has been implemented in accordance with the action plan. The organization of management and administration in STIMI was established. The necessary machinery and equipment for training in the fields of machinery, metal works and welding were provided. Capability of instructors at STIMI has been developed enough to conduct craftsman level training course. Knowledge and skills necessary for training of craftsman level among Jordanian instructors has been stoked. Therefore the sustainability of the project is maintained.</li> </ul>

# Annex9-1. Organizational Chart Vocational Training Corporation 2001

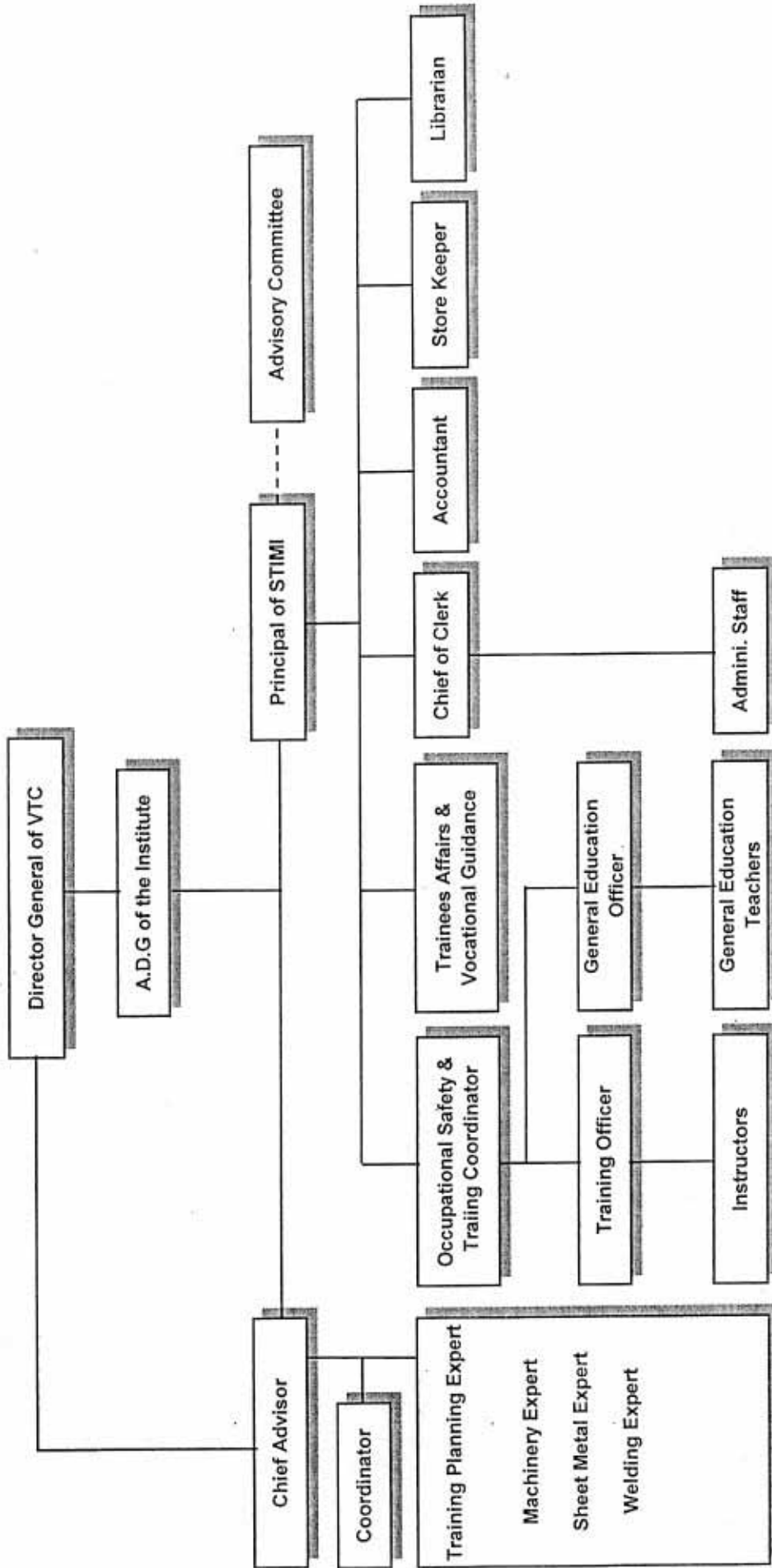


Handwritten mark resembling a stylized 'F' or '7'.

Handwritten signature or initials.

**Annex9-2. ORGANIZATIONAL CHART OF  
Special Training Institute for Metal Industris**

Apr.2002



+

(11)