

Skills Evaluation System Promotion Program (SESPP) dispatches experts as a lecturer to Vietnam, Cambodia, Indonesia and Myanmar and help implement Workshops and Skills Evaluation Trial in order to transfer the know-how of Japan's skills evaluation.

JTB Corp. has been entrusted the project and has set up the Secretariat of SESPP.

In J-Skills News, we inform people about an effort on project in order to promote the utilization of Japan's skills evaluation. (published 4 times a year)

□ FY2020 Plan for SESPP

“Skills Evaluation System Promotion Program (SESPP)” aims to transfer the know-how of Japan's skills evaluation system.

Due to coronavirus (COVID-19), we are facing difficulty dispatching the experts to deliver our usual training on-site. We, therefore, decided to go ahead with on-line training for the most of FY2020 programs until further changes. Schedule is as below.

Program (Seminar・Trial)	Schedule	Venue
■ Vietnam <ul style="list-style-type: none"> ・<u>CAD Drawing (Grade 3) SAT/SET</u> ・<u>Mechanical Inspection (Grade 2) SAT</u> ・<u>Mechanical Inspection (Grade 2) SEM</u> ・<u>Mechanical Inspection (Grade 3) SET</u> ・Milling (Grade 3 / Vietnam:Level2) SET ・Turning (Grade 2 / Vietnam:Level3) SET 	Nov.30(Mon.) - Dec.4(Fri.) Dec.22(Tue.) - 24(Thu.) Jan.13(Wed.) - 19(Tue.) Feb.2(Tue.) - 4(Thu.) Feb.23(Tue.) - 26(Fri.) Mar.2(Tue.) - 5(Fri.)	Hanoi Industrial Vocational College (HIVC) Hanoi University of Industry (HaUI) Hanoi University of Industry (HaUI) Saigon Hi-Tech Park-Training Center (SHTP-TC) Hanoi University of Industry (HaUI) Hanoi Industrial Vocational College (HIVC)
■ Cambodia <ul style="list-style-type: none"> ・<u>Electrical System Maintenance (Grade 3) SEM/SET</u> ・<u>Sequence Control (Grade 3) SEM/SET</u> 	Jan.18(Mon.) - 22(Fri.) Jan.25(Mon.) - 29(Fri.)	National Technical Training Institute (NTTI) Preah Kossamak Polytechnic Institute(PPI)
■ Myanmar <ul style="list-style-type: none"> ・Power Distribution & Control Panel Assembly (Grade 3) SAT/SET 	Feb.15(Mon.) - 19(Fri.)	Skills Training Center (STC)
■ Indonesia <ul style="list-style-type: none"> ・<u>CAD Drawing (Grade 2)SAT/SET or (Grade 3) SET</u> ・Plastic Molding(Grade2) SET/SAC 	Nov.23(Mon.) - 27(Fri.) Feb.22(Mon.) - 26(Fri.)	Matsushita Gobel Foundation (YMG) KMK Plastics Indonesia (KMK)
■ Japan <ul style="list-style-type: none"> ・Electrical System Maintenance (Grade 3) SEM 	Feb.22(Mon.) -Mar.2(Tue.)	

※Underlined programs will be implemented remotely from Japan.

SEM : Skills Evaluation Method
 SAT : Skills Assessor Training

SET : Skills Evaluation Trial
 SAC : Skill Assessor Certificate

□ Case introduction (Kingdom of Thailand)

J-Skill News introduces our activities and success stories that SESPP involved

■ Current status of the national skill test "Sequence Control (PLC)" in Thailand

It was a real honor that we had an opportunity to interview Mr. Teerasak Yuphech, Counsellor Labour of the Royal Thai Embassy early October. At the Embassy in Tokyo, we learned about the current status of the "National Skill Test" (here after called "NST") of Sequence Control (PLC) in Thailand. Actually from 2017 to 2018, Mr. Teerasak was working on the project aiming at Sequence Control (PLC) to be certified as NST at AHRDA (Automotive Human Resources Development Academy) with the cooperation of JICA experts.

1. Background of implementation of Sequence Control (PLC) as NST

In 2017, national policy was set, which was to promote human resource development, automation, and robotization. The automobile industry, however, had an urgent need to develop the skilled engineers who could manage the automated manufacturing lines. Because PLC is an indispensable technology for that lines and being considered as a job trade that matches national policy and the industry needs, nationalization of its skill test was encouraged.

In addition, the support by JICA and SESPP worked well.

Thanks to JICA experts' cooperation (April 2017-March 2018), the know-how to create test questions for practical test and theoretical test was successfully implemented, which are necessary skill for conducting our own NST, on top of that P.R activities was effectively achieved and contributed to our success. With the SESPP's support, the participants were able to learn how to carry out and operate a practical test of Sequence Control (PLC), which helped to train assessors. These three factors, national policy, industrial needs, and support by JICA and SESPP brought us synergy effect in a timely manner, and Sequence Control (PLC) was finally implemented as a NST in 2018.

2. Current status of national skill test for Sequence Control (PLC)

The national skill test consists of the highest grades, Level 3 (equivalent to Japan's Grade 1), Level 2 (equivalent to Grade 2) and Level 1 (equivalent to Grade 3). The examination fee is; 200 THB for Level 3, 150 THB for Level 2, 100 THB for Level 1. (1THB≒US\$0.032)

The Department of Skill Development (DSD) of the Ministry of Labor is developing a test center that can conduct a national skill test for Sequence Control (PLC). Currently, there are 8 test centers run by the government and 1 test center by private sector, which can provide enough space to carry out NST. Sequence Control (PLC) Level 1 is being implemented; 62 examinees (48 passed out of 62) in 2019 and 46 examinees (31 has passed) in 2020. Regarding Level 2, the test questions (practical skills and theoretical test) have been prepared, but the actual skill test has not been conducted due to the lack of certified assessor. Presently, 20 to 30 assessors are eligible for conducting a Level 1 test. Considering high demand from examinees and the capacity of test centers, more assessors are required. For your information, assessors are trained through 3day-assessors-training (18 hours) authorized by the Skill Development Promotion Committee under the jurisdiction of DSD.



Mr. Teerasak Yuphech, Royal Thai Embassy

3. Future prospects

Japanese automotive manufactures and automotive components manufacturers highly value on not only PLC utilization technology but also developing human resources who take responsibility for automation and robotization of production lines. For that reason, training for Sequence Control (PLC) is more demanded than any other job trades like Milling and Metal Press, therefore, many of those who completed a training course take the national skill test. With such high demand, we are desperate to train more assessors to meet the examinees' needs and also to train assessors to further grade (level 2 or higher) as required by company without delay.

First of all, we should concrete implementation system for Level 2 test. With prospects in mind, DSD will train assessors who can be in charge of implementing Sequence Control (PLC) Level 2 in 2021 to conduct Level 2 national skill tests. At the same time, we are hoping to increase the number of assessors and conduct Level 1 test more often.

Special thanks to Mr. Teerasak Yuphech. Your continuous support is highly appreciated.

□ About National Skill Test in Japan

■ Overview

National Skill Test in Japan started in 1959 for the purpose of motivating employees to acquire skills, increasing the public's appreciation of employees' skills in order to further develop their skills and status. It has become one of the most common qualifications, which over 800,000 people challenge every year.

■ Grades of National Skill Test

There are Special Grade, Grade 1 and Non-classified Grade, Grade 2 and Grade 3, from the upper grade. The level of the Grades are as follows:

Special Grade: Skills and knowledge required for an administrator or a manager

Grade 1 and Non-classified Grade: Skills and knowledge required for a skilled worker of highest level (with more than 10 years of experience)

Grade 2: Skills and knowledge required for a skilled worker of upper level (with more than 5 years of experience)

Grade 3: Skills and knowledge required for a skilled worker of middle level

Grade 3, Since revised for technical-high-school students, a large number of examinees are the students from technical-high-school. Certificates of Grade 3 can be advantageous points in job hunting.

■ Implementation System

Regarding implementation and operation of Skills Test, four organizations share the responsibility. The main roles are as follows in the table below. In the real implementation of test, skills test committee members commissioned by PVADA play an important role in the implementation and management (preparation, implementation, and scoring).

Through Skills Assessors Training (SAT) and Skills Evaluation Trial (SET), SESPP make effort to develop such assessors (Skill Evaluation Commissioners).

Ministry of Health, Labour and Welfare (MHLW)	<ul style="list-style-type: none"> • Creation of Skills Test standard, its scope and details • Certification of test questions and scoring standard • Decision of test passing criteria • Creation and issuance of pass certificates (above Grade 1)
Japan Vocational Ability Development Association (JAVADA)	<ul style="list-style-type: none"> • Creation of test questions based on Skills Test standard and details • Creation of guidelines for test procedures and scoring standard
Prefectural Governor	<ul style="list-style-type: none"> • Setting of commission fee, etc. • Formulation of Skills test implementation plan • Public announcement of Skills Test implementation • Decision whether pass / fail the test, announcement of successful applicants • Creation and Issuance of pass certificates (Grade 2 and 3)
Prefectural Vocational Ability Development Associations (PVADA)	<ul style="list-style-type: none"> • Recruitment of examinees, acceptance of applications • Collection of commission fee, etc. • Commissioning Skills Test commissioners and implementation of test • Grading of test

■ Overview of National Test in FY2019 in Japan

In fiscal 2019, 871,000 people took the test, out of which 363,000 passed and received the title of “certified skilled worker”. The cumulative number of successful applicants since the establishment of National Test scheme has reached as much as 7,337,788.

Looking at 2019 data by grade, the grade with the highest number of examinees was Grade 2. By occupation, the occupation with the highest number of examinees was Financial Planning, followed by Mechanical Maintenance, Machining, Mechanical Inspection, and Plastic Molding.

◆ Summary for the Test Result by Grade *relative change from last year

Grade (Requirements)	No. of applicant (*)	Successful applicant (*)	Pass Rate (last year)
Special Grade: Skills and knowledge required for an administrator or a manager	4,900 (-7.3%)	670 (-59.5%)	13.7% (31.3%)
Grade 1 : Skills and knowledge required for a skilled worker of highest level	96,157 (+3.0%)	29,728 (+0.9%)	30.9% (31.6%)
Grade 2: Skills and knowledge required for a skilled worker of upper level	328,805 (+0.0%)	92,984 (+3.6%)	28.3% (27.3%)
Grade 3: Skills and knowledge required for a skilled worker of middle level	279,789 (+4.8%)	133,234 (+6.1%)	47.6% (47.0%)
Non-classified Grade: Equivalent Skills and knowledge of Grade 1 in the Job trades with non-classified grade	2,817 (-13.0%)	1,525 (-3.2%)	54.1% (48.7%)
Total	712,468	258,141	—

※On top of above, 158,983 examinees took Skill Test targeted for Technical interns (Basic Grade, Grade 3/provisional, Grade 2/provisional) in FY2019.

◆ Top 5 Job trades with a large number of applicants (Total of all grades)

Job Trades	No. of applicant	% (Year-on-year)	Successful applicant	% (Year-on-year)
Financial Planning	474,596	+5.0%	142,836	+7.2%
Machine Maintenance	38,688	+4.4%	15,834	+57.9%
Machining	26,576	+8.8%	16,150	+7.9%
Mechanical Inspection	19,465	+12.0%	11,721	+16.1%
Plastic Molding	19,372	+29.1%	11,050	+27.2%

Data source: MHLW press release https://www.mhlw.go.jp/stf/newpage_12707.html

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