

The Skills Evaluation System Promotion Program (SESPP) implements seminars and Skills Evaluation Trials (SETs), conducted by Japanese experts, in Vietnam, Cambodia, Indonesia, and Myanmar, in order to transfer Japan's skills evaluation know-how to these countries.

JTB Corporation has been entrusted the project, and has established the SESPP Secretariat at the Kasumigaseki Division.

J-Skills News, published four times a year, covers issues such as approaches taken by businesses, in order to promote utilization of Japanese standards-based skills evaluation.

□ Training Report

This report covers Mechanical Inspection training implemented in Vietnam.

■ Mechanical Inspection Grade 2 Skills Assessor Training (SAT) in Vietnam

Mechanical Inspection is a popular job trade, and many employees from Japanese companies involved in manufacturing sit this examination.

Regarding Mechanical Inspection Grade 3, training was implemented in the Hanoi Region (Hanoi and Hai Duong) and Ho Chi Minh City from September 2015 to January 2020, and this resulted in the creation of 13 new certified assessors in the Hanoi Region and 3 in Ho Chi Minh City.

This time around, remote training sessions were implemented from December 22 (Tues) – 24 (Thurs), 2020, through online connections between the Hanoi University of Industry (HaUI) and Japan, with the objective of providing instruction on implementation methods of Mechanical Inspection Grade 2 practical tests for persons who have experienced the Mechanical Inspection Grade 3 Skills Evaluation Trial (SET).

The 10 participants were comprised of instructors (lecturers) from vocational colleges and other institutions, and 7 of these were certified assessors for Mechanical Inspection Grade 3.

Mr. Masanori Yunoki, who served as the lecturer for the training sessions, gave a favourable review, stating, "Regarding the test questions on planning work, I believe correct responses will come easily once proficiency is achieved. I have created texts, so please work on one question at a time in order to gain proficiency", while Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat) said, "The effectiveness of the training sessions was raised with the participation of certified assessors. I believe this will have provided useful reference points, particularly for first-time participants".



Lecture given by the Japan-side lecturers



Japan-side lecture
(lecture progressing with running checks using multiple monitors)



On-site training

■ Mechanical Inspection Grade 2 - Skills Evaluation Method (SEM) Training in Vietnam

These training sessions were implemented remotely from January 13 (Wed) – 19 (Tues), 2021, through online connections between HaUI and Japan, with the objectives of giving participants instruction on methods for developing theoretical test questions (true-false questions and multiple choice questions) for Mechanical Inspection Grade 2, and implementing question development skills.

The 8 participants were comprised of instructors (lecturers) from HaUI and other vocational colleges, of which 6 were completed participants of the Mechanical Inspection Grade 3 - Skills Evaluation Method training implemented last year, with experience in the development of theoretical test questions (true-false).

Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat), who served as the lecturer for the training sessions, gave a favourable review, stating, “The Mechanical Inspection Grade 2 questions (multiple choice) are of a higher level compared to the Grade 3 true-false questions, and seemed to set a high bar for participants. Questions for working tests for practical test planning, etc. include questions requiring solutions to geometric math problems through the application of third angle projection and the Pythagorean Theorem. I believe that supplementary lectures, which will enable participants to overcome questions in their areas of weakness, will be required in the future.

Furthermore, participants responded with opinions such as, “We would like discussions to be held with the Directorate of Vocational Education and Training (DVET) with a view towards the inclusion of skills assessment test questions, developed under the instruction of Japanese experts, in Vietnam’s national occupational skills assessment questions.”



Japan-side lecture

On-site training
(Question development exercises)

Group photo via online connection

□ Press Publications

- ◆ The Mechanical Inspection Grade 2 Skills Assessor Training (SAT) implemented in Vietnam this time around was reported in the media. The news publications were as follows.

■ Town News Hachioji Issue article

Online Training from a Daimachi Studio Delivering Know-how to Developing Countries

Delivering Japan’s know-how to developing countries in Asia... A part of the Ministry of Health, Labour and Welfare (MHLW) “Skills Evaluation System Promotion Program (SESPP)” is currently being delivered “From Hachioji”.

The objectives of this program are to transfer Japanese standards-based skills assessment knowledge and techniques, as well as the skilled-worker development know-how nurtured in Japan’s manufacturing sites. Since 2002, this had taken the form of Japanese lecturers traveling to the relevant sites to provide instruction.

However, last year, the provision of training overseas became difficult due to Covid-19. Consequently, as of autumn last year, the program embraced remote training via the Internet.

“A Resident’s” Chance Encounter

At the end of December, the people concerned gathered at Studio Always in Daimachi to provide real-time lectures for training institute educators, etc. in Vietnam.

The content was “Grade 2 Mechanical Inspection SAT”. One of the lecturers, Mr. Fumio Inagawa (JTB Corporation), who is also the technical advisor for the project, faced the camera, and as he began to speak to the students, the PC monitors in front of him showed their earnest faces.

Mr. Inagawa explained, “Today, I taught students about the Pythagorean Theorem and trigonometric functions. This project is about developing teachers who can conduct tests at their respective locations”.

By chance, Mr. Inagawa, a resident of the city, learned of the existence of a studio equipped with a streaming environment in the city, and this led to the “From Hachioji” set up.

“I thought, if it’s possible, let’s give it a go. So we tried it out”, says Mr. Inagawa, “I did sense some of the limitations of a remote lesson. Even so, I wanted to make the effort for the participants in their locations”. Streaming from Hachioji is also scheduled for January and February.

Online training for developing countries.
Mr. Inagawa (centre)

(Reference) Town News – Hachioji Issue article

<https://www.townnews.co.jp/0305/2021/01/07/557564.html>

□ The Hanoi University of Industry's (HaUI) approach to National Occupational Skills Assessment

◆ The HaUI Centre for Enterprise Partnership implements national occupational skills assessment for 7 job trades, such as CNC Metal Working, Automobile Maintenance, and Industrial Electricians, etc. For this issue, we interviewed Dr. Nguyen Van Thanh, the head of this centre, regarding the achievements of SESPP support in Vietnam. The details of the interview are as follows.

1. National occupational skills assessment for Turning and Milling have now been authorized in Vietnam, what do you think are the reasons behind this?

Q1) To begin, please tell us about the demand from industry and enterprises

According to the "Strategy for development of Vietnam's mechanical engineering industry up to 2025, with a vision to 2035", mechanical engineering is a fundamental industry that supports various industry sectors, such as agriculture, manufacture, automotive, industrial equipment, electric equipment, and others.

The Directorate of Vocational Education and Training (DVET) is currently implementing many activities to promote national occupational skills assessment in Vietnam.

Among mechanical engineering skills, Turning and Milling are particularly popular. And there is a huge demand in enterprises in Vietnam for skilled personnel such as sub-workers, machine operators and technicians.

Q2) What kind of partnerships do you have with enterprises?

HaUI is hoping to build win-win partnerships with enterprises.

With HaUI producing many more high-level human resources, and enterprises employing such human resources, we can secure a high quality labor force.

The main activities with enterprises are study tours, internships, labor supply, joint industry-academia training, short-term training, manufacturing to order, and skills assessment. HaUI activities are as follows.

① Study Tours: Working in partnership with enterprises, lecturers (instructors) and students experience actual working environments, enhance practical skills that can be applied in the workplace and learn industrial etiquette.

② Employment opportunity workshops, job fairs, career seminars, provision of recruitment related information: Through opportunities such as these, enterprises are able to identify the human resources they would like to employ in the future.

③ Exchanges of opinions with enterprises: HaUI receives feedback from enterprises regarding the content of training programs, provides short-term training courses for the personnel of such enterprises, and receives support from these enterprises in the form of scholarship funds and technical equipment, etc.

④ Manufacturing to order and joint research: Enterprises, instructors and students implement research together in order to acquire practical skills, and put manufacturing into practise. With state-of-the-art facilities, HaUI can offer the high quality products that customers require.

⑤ As a skills assessment center: HaUI implements national occupational skills assessments and holds skills competitions for workers.

Q3) What do you think about the cooperation and support from JICA and SESPP (Ministry of Health, Labour and Welfare (MHLW))?

The support from JICA and SESPP is essential to the creation of skills assessment systems that will lead to national qualifications in Vietnam.

Through participation in the program, Vietnamese instructors are able to learn about methods of developing test questions, and methods for implementing and operating Japanese standards-based skills assessments. Japanese teachers are highly experienced and enthusiastic, and provide instruction under specialist, and clear, working plans. We are also very grateful for financial support provided for implementation and operation.



Dr. Thanh



Practical Test (Mechanical Inspection)



Practical Test (Mechanical Inspection)

2. How does HaUI implement skills tests for Turning and Milling?

Q1) Please tell us about your promotional and public relations efforts.

We use several methods of conducting PR campaigns. Specifically, we create posters, and post them on our website.

We also send invitational letters directly to enterprises, and we collaborate with the management committees of industrial zones by region, and engage in exchange activities such as the mutual exchange of information.

Q2) Roughly how many enterprises have you approached?

In 2018, we invited Denso Manufacturing Vietnam Co. Ltd to take part in national occupational skills assessments for Milling.

In 2020, we sent invitation letters to 17 enterprises, but that approach has been temporarily abandoned due to the impact of Covid-19.

In other approaches, working in direct collaborations with enterprises, HaUI has organized skills competitions for workers, and our activities have been introduced to hundreds of enterprises.

Q3) How many applicants, from how many enterprises, have you actually received?

In 2018, we implemented national occupational skills assessments for Level 2 Milling, which were attended by 9 participants from Denso.

Whereas, from 2013 – 2016, Skills Evaluation Trials (SET) for Milling Grade 3 (Japanese standards-based) have been implemented 4 times as a part of the SESPP program, and these were attended by 37 participants from 5 enterprises and vocational colleges.

3. Preparatory training for skills assessments

Q1) What kind of training do you offer to assessment candidates?

If candidates indicate their wish to learn how to use machinery or actual equipment, HaUI will provide instruction.

Since 2013, HaUI has implemented national occupational skills assessments for a total 2,258 examinees from training institutions and enterprises. 90% of these examinees participated in preparatory training in order to familiarize themselves with machinery and equipment.

In 2018, all 9 examinees from Denso took part in the preparatory training.

Q2) Has there been any feedback or suggestions from participating enterprises and participants?

The Japanese enterprises that participated in the SETs within the framework of the SESPP program provided feedback saying, “the trials were stimulating, and we hope to continue our participation”.

4. Please tell us about your outlook.

For the future, we will build up sufficient levels of national occupational skills assessment standards and test questions, and as soon as preparations are complete, we will commence implementation of national occupational skills assessments for Turning and Milling (Level 3) in Vietnam.

As far as we are aware, in 2020, the Ministry of Labour, Invalids, and Social Affairs (MoLISA) will complete the compilation of national occupational skills assessment questions for Turning, and the national occupational skills standards for Milling.



HaUI Campus

Dr. Thanh, thank you for your cooperation.

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