

The Skills Evaluation System Promotion Program (SESPP) implements seminars and Skills Evaluation Trials (SETs), conducted by Japanese experts, in Vietnam, Cambodia, and Indonesia, 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 three times a year, covers issues such as approaches taken by businesses, in order to promote utilization of Japanese standards-based skills evaluation.

## □ Implementation of Local Program Evaluation for FY2021 in Vietnam, Indonesia and Cambodia

With an aim towards the effective and efficient implementation of the SESPP project, remote sessions of the Joint Public-Private Committee were held online for the countries for which these activities are intended, with sessions held on March 4 (Friday) for Vietnam, March 8 (Tuesday) for Indonesia, and March 11 (Friday) for Cambodia, in order to understand the needs of skilled workers in the target countries, inspect PR techniques and the job-trades/grades involved, and understand the medium/long-term issues, etc.

Committee members were comprised of participants from the HR development bureaus of each country, local training institutions, the Ministry of Health, Labor and Welfare (MHLW), the SESPP Secretariat, and other persons involved in this project, and the agendas for the meetings covered implementation status and achievements of this fiscal year's project, suggestions for implementation in the next fiscal year, exchanges of opinions, etc. and inspection of project effectiveness with a view towards independent operation within the target countries, etc.

### ■ Vietnam

Date/time	March 4, 2022 (Friday) – Vietnam 08:30-10:58, Japan 10:30-12:58
Attendees	Directorate of Vocational Education and Training (DVET), MHLW, HIVC, SHTP-TC, VLUTE, SESPP Secretariat
No. of attendees	23 *Government, training institutions, etc.
Achievements for job-trades implemented in this fiscal year	<p><b>Skills Competitions Seminar</b></p> <ul style="list-style-type: none"> <li>- Information Network Cabling job-trade, Plastic Die Engineering job-trade</li> </ul> <p><b>Skills Assessment</b></p> <p>«North (Hanoi)»</p> <ul style="list-style-type: none"> <li>- Turning Grade 2 Skills Evaluation Trial (SET) (implemented as Level 3 National Occupational Skills Assessment in Vietnam)</li> </ul> <p>«South (Ho Chi Minh/Vinh Long)»</p> <ul style="list-style-type: none"> <li>- CAD Drawing Grade 3 SET</li> <li>- Mechanical Inspection Grade 2 Skills Assessor Training (SAT), SAT, SET</li> <li>- CAD Drawing Grade 3 SAT, SET</li> <li>- Turning Grade 3 SET (implemented as Level 2 National Occupational Skills Assessment in Vietnam)</li> <li>- Mechanical Inspection Grade 3 SET</li> <li>- Mechanical Inspection Grade 2 SAT</li> </ul> <p>«Other»</p> <ul style="list-style-type: none"> <li>- Online training as an alternative to training in Japan: Skills Evaluation Method (SEM) training for Electrical Maintenance Grade 3</li> <li>- ASEAN Skills Assessors Seminar (AAS)</li> </ul>
Main discussion related to job-trades for the next fiscal year	<p>«Skills Competitions»</p> <ul style="list-style-type: none"> <li>- Targets: Reinforcement of skills competition implementation structures, and improving the level of the evaluation abilities of skills competition officers</li> <li>- Demonstration seminars by Japanese experts, implementation of training for skills competition officers/competition simulations, etc.</li> <li>- Proposed job-trades: Plastic Die Engineering, Information Network Cabling</li> </ul> <p>«Skills Assessment»</p> <ul style="list-style-type: none"> <li>- Targets: Establishment of national assessments for job-trades with SESPP cooperation</li> <li>- Follow-up to 2021 project (SAT, SET, SAC) and cooperation towards the establishment of national assessments.</li> <li>- Proposed job-trades: CAD Drawing Grade 3 SET/SAC, Mechanical Inspection Grade 2 SAT/SET/SAC</li> </ul> <p>«Training in Japan»</p> <ul style="list-style-type: none"> <li>- Training in Japan including Information Network Cabling, and visit to WorldSkills Competition (Chiba)</li> </ul>
Approaches between the two countries for the future	<ul style="list-style-type: none"> <li>- The formulation of medium and long-term plans between Japan and Vietnam, and applications for the securing of budgets on the Vietnam side, based on the memorandum exchanged between Japan and Vietnam in 2014, have been confirmed.</li> <li>- The focusing of efforts on the Vietnam side towards the establishment of national assessments for job-trades supported by this project was also confirmed.</li> </ul>

## ■ Indonesia

Date/time Attendees	March 8, 2022 (Tuesday) – Indonesia 08:45-10:15, Japan 12:45-14:15 Professional Certification Body-Metal and Machinery Indonesia (LSP-LMI), MHLW, Indonesia Mold & Dies Industry Association (IMDIA), SESPP Secretariat
No. of attendees	12 *Government, training institutions, etc.
Achievements for job-trades implemented in this fiscal year	- Mechanical Drawing (CAD Drawing) Grade 2 Skills Assessor Training (SAT), Skills Evaluation Trial (SET) - ASEAN Skills Assessors Seminar (AAS)
Main discussion related to job-trades for the next fiscal year	<p>《Skills Competitions》</p> <ul style="list-style-type: none"> <li>- Targets: Improving the levels of skills competition events</li> <li>- Demonstration seminars by Japanese experts, implementation of training for skills competition officers/competition simulations, etc.</li> </ul> <p>《Skills Assessment》</p> <ul style="list-style-type: none"> <li>- Targets: Establishment of skills assessment, and improved levels of implemented job-trades</li> <li>- Follow-up to 2021 project (Seminars, SETs)</li> <li>- Proposed job-trades/grades Japan-side proposals: Mechanical Drawing (CAD work) Grade 2 SET, assessor certification Vietnam-side preference: Mechanical Drawing (CAD work) Grade 1 SAT, SET,</li> </ul>
Approaches between the two countries for the future	- In relation to Mechanical Drawing (CAD work), the Vietnam side expressed a desire for the implementation of Grade 1. While assessor certification should be prioritized under normal circumstances, as we have been unable to implement local training for two years, we have confirmed that considerations will be made through discussions with experts in relation to implementation method and content, etc.

## ■ Cambodia

Date/time Attendees	March 11, 2022 (Friday) – Cambodia 09:00-11:00, Japan 11:00-13:00 Ministry of Labour and Vocational Training (MoLVT), MHLW, NPIC, NTTI, PPI, ITI, JICA Office, SESPP Secretariat
No. of attendees	20 *Government, training institutions, etc.
Achievements for job-trades implemented in this fiscal year	<p><b>Skills Competitions Seminar</b></p> <ul style="list-style-type: none"> <li>- Information Network Cabling</li> </ul> <p><b>Skills Assessment</b></p> <ul style="list-style-type: none"> <li>- Power Distribution and Control Panel Assembly Grade 2 SAT</li> <li>- Sequential Control Grade 2 SAT, SET</li> <li>- Electrical System Maintenance Grade 3 SET, SAC</li> </ul> <p><b>Other</b></p> <ul style="list-style-type: none"> <li>- Online training as an alternative to training in Japan: Skills Evaluation Method (SEM) training for Electrical System Maintenance Grade 3</li> <li>- ASEAN Skills Assessors Seminar (AAS)</li> </ul>
Main discussion related to job-trades for the next fiscal year	<p>《Skills Competitions》</p> <ul style="list-style-type: none"> <li>- Targets: Learning skills competition implementation methods, and scoring/assessment methods for the implementation of new skills competition events</li> <li>- Demonstration seminars by Japanese experts, implementation of training for skills competition officers/competition simulations, etc.</li> <li>- Proposed job-trades: Information Network Cabling</li> </ul> <p>《Skills Assessment》</p> <ul style="list-style-type: none"> <li>- Targets: Establishment of national skills assessment systems, authorization of assessment centres for job-trades with SESPP cooperation</li> <li>- Follow-up to 2021 project (Sequential Control Grade 3 SET/SAC, Power Distribution and Control Panel Assembly Grade 2 SET/SAC, and Electrical System Maintenance Grade 3 SET).</li> <li>- Cooperation for the establishment of national skills assessment systems in Cambodia</li> </ul> <p>《Training in Japan》</p> <ul style="list-style-type: none"> <li>- Training in Japan incl. Information Network Cabling, and visit to WorldSkills Competition (Chiba)</li> </ul>
Approaches between the two countries for the future	<ul style="list-style-type: none"> <li>- The Cambodia side submitted the following two requests. ① We request an approach to the establishment of a skills assessment system in Cambodia by creating a joint Japan-Cambodia team that will consider means of introducing Japan's skills evaluation system alongside mechanisms in Cambodia. ② We request support for the development of contestants for the Information Network Cabling job-trade.</li> <li>- We have confirmed that considerations will be made regarding methods of cooperation for ①. We conveyed the need to promote the establishment of national occupational skills assessments for SESPP-supported job-trades, and the need to include SESPP-supported job-trades in skills assessments currently being trialled in Cambodia.</li> </ul>

## □ Training Report

### ■ Skills Competitions Seminar in Vietnam

As of this fiscal year, SESPP has implemented seminars to nurture the human resources that will implement/operate skills competitions.

This time around, we implemented a skills competitions seminar for the Information Network Cabling job-trade (Competition Exercise Assessment and Marking Method Seminar/AMM), with the objective of instilling abilities related to skills competition implementation/operation methods and scoring/assessment methods.

As there is high demand for Information Network Cabling technicians in Vietnam, this a popular job-trade.

Making full use of the merits of online training, the seminar was implemented in two parts, with one session held on November 27, 2021 (Sat), and the other from January 14 (Fri) – 15 (Sat), 2022. In addition, while the Vinh Long University of Technology and Education (VLUTE) provided the training implementation facilities on the Vietnam side, persons from other training facilities, who wished to attend, were able to participate as online observers. (Participants were comprised of 39 experts and 10 contestants for the first session, and 48 experts and 12 contestants for the second)

For the first session, Mr. Takuo Kikuchi (Polytechnic University (PTU)) provided a lecture covering aspects such as team-building to enable contestants participating in international competitions such as WorldSkills to achieve excellent results, the qualities required of instructors, contestant nurturing methods, strategies based on data analyses, and the drawing up of training plans, etc. while Mr. Susumu Ito (Kinden Corporation) provided a lecture beginning with his own contestant nurturing methods, followed by a lecture on instruction methods given while monitoring practical demonstrations at VLUTE conducted by contestants representing Vietnam.

For the second session, instruction related to contestant nurturing methods was provided based on practical demonstrations given by a WorldSkills gold medallist from the Japan side.

The lecturers gave favourable reviews, with Mr. Takuo Kikuchi stating, “I feel that the abilities of Vietnam’s contestants has improved dramatically. However, at the same time, the level of skills displayed at the WorldSkills Competitions is also improving dramatically. So please continue with the acquisition of theoretical and practical skills in order to produce contestants with the skills to achieve results in competitions”, while Mr. Susumu Ito said, “I have been surprised by the excellence of Vietnam’s contestants. However, to earn a medal, even greater effort will be required. And I sincerely hope that with the entering of competitions, results will be achieved and medals will be earned”.

Participants provided comments such as, “I believe experts should experience as many trials as possible”, and “Once Covid-19 is over, please implement face-to-face training and demonstrations in Vietnam”.



## ■ ASEAN Skills Assessors Seminar (AAS)

The ASEAN Skills Assessors Seminar was held from January 18 (Tues) to January 20 (Thurs), 2022, for the skills assessors and occupational training instructors of the ASEAN nations, with the objectives of providing explanations covering the operational methods for Japan's skills evaluation system, which is comprised of skills assessments and skills competitions, along with demonstrations and the sharing of information concerning the current status of skills evaluation systems in each country, with a view towards an ASEAN approach to the creation of skills standards and to support the implementation of skills competitions.

Five nations (Indonesia, Cambodia, Malaysia, Thailand, Vietnam) participated in the seminar, and making full use of the merits of the online seminar, many parties, including administrative officials from each country, were able to take part. (Total 14 attendees)

The content of the seminar was comprised of lectures on "Japan's Skills Assessment Systems", provided by the officer in charge of the Overseas Cooperation Office attached to the MHLW Director-General for Human Resources Development, and SESPP Secretariat Technical Advisors, and lectures by experts providing an overview of Mechanical Drawing CAD work skills assessment and competitions. In addition, administrative officials from the participating countries presented information concerning the status and issues facing skills assessment systems and skills competitions in their respective countries, along with future approaches, etc. and this information was shared between the participating countries.

Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat) gave a favourable review, stating, "The objective of this seminar was to exchange information related to skills assessment and skills competitions implemented in each participating country, and to share experience and know-how, with the aim of contributing to the improvement and expansion of skills assessment and skills competitions in your countries. Furthermore, attendees have been able to establish networks over the three days of this seminar, and I believe this will have created conditions that will facilitate communication when detailed information is needed. SESPP sincerely hopes that all attendees will be able to improve and expand skills assessment systems in their respective countries, and that their efforts will bear fruitful results".

Furthermore, attendees provided comments such as, "I would like to introduce knowledge and materials related to the Mechanical Drawing CAD work seminar to my country", "The lecture on the Japanese style skills evaluation system was beneficial", and "I believe that the sharing of information on the skills evaluation systems of each ASEAN country will lead to mutual enlightenment and the further development of skills assessment and skills competitions".



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