

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.

□ FY2021 Skills Evaluation System Promotion Program (SESPP) Implementation Plan

The “Skills Evaluation System Promotion Program (SESPP)” implements various training programs in target countries with the objective of transferring Japan's skills assessment know-how.

The spread of Covid-19 has resulted in conditions that hinder the dispatch of experts to implement training on-site. Consequently, continuing from the previous year, training for this year will be switched to online implementation. Training events have been scheduled for Vietnam, Cambodia, and Indonesia.

Seminar/Trial	Implementation Period	Implementation Location
■ Vietnam		
• Mechanical Drawing (CAD work) Grade 3 SAT/SET	Oct.25(Mon.) – 29(Fri.)	Saigon Hi-Tech Park Training Center (SHTP-TC)
• Turning Grade 3 SET	Nov.8(Mon.) – 12(Fri.)	Vinh Long University of Technology and Education (VLUTE)
• Turning Grade 2 SET	Nov.22(Mon.) – 26(Fri.)	Hanoi Industrial Vocational College (HIVC)
• Mechanical Drawing (CAD work) Grade 3 SET	Nov.29(Mon.) – Dec.3(Fri.)	Hanoi Industrial Vocational College (HIVC)
• Mechanical Inspection Grade 3 SET	Dec.14(Tue.) – 16(Thu.)	Saigon Hi-Tech Park Training Center (SHTP-TC)
• Mechanical Inspection Grade 2 SAT	Jan.10(Mon.) – 14(Fri.)	Hanoi Industrial Vocational College (HIVC)
• Mechanical Inspection Grade 2 SAT	Feb.21(Mon.) – 25(Fri.)	Saigon Hi-Tech Park Training Center (SHTP-TC)
• Skills Competitions Seminar AMM (Plastic Die Engineering)	Feb.21(Mon.) – 23(Wed.)	Vinh Long University of Technology and Education (VLUTE) Ba Ria Vung Tau College of Technology (BCTECH)
• Skills Competitions Seminar AMM (Information Wiring Construction)	Nov.27(Sat.)/ Jan.14(Fri.) – Jan.16(Sun.)	Vinh Long University of Technology and Education (VLUTE)
■ Cambodia		
• Power Distribution and Control Panel Assembly Grade 2 SAT	Oct.18(Mon.) – 22(Fri.)	Industrial Technical Institute (ITI)
• Sequential Control Grade 2 SAT/SET	Dec.6(Mon.) – 10(Fri.)	Preah Kossamak Polytechnic Institute (PPI)
• Electrical System Maintenance Grade 3 SET/SAC	Jan.10(Mon.) – 14(Fri.)	National Technical Training Institute (NTTI)
• Skills Competitions Seminar AMM (Information Wiring Construction)	Scheduled for February 2022	National Polytechnic Institute of Cambodia (NPIC)
■ Indonesia		
• CAD Drawing Grade 2 SAT/SET	Feb.7(Mon.) – 11(Fri.)	Matsushita Gobel Foundation (YMG)
■ Collaboration Training Course in Japan		
• Electrical System Maintenance Grade 3 SEM	Dec.22(Wed.) – Dec.24(Fri.)	Cambodia/Vietnam
■ ASEAN Skills Assessors Seminar		
• Mechanical Drawing (CAD work)	Jan.18(Tue.) – Jan.20(Thu.)	Indonesia/Cambodia/Thailand/Vietnam/Malaysia

* Implementation period/content may change depending on the Covid-19 situation.

SEM: Skills Evaluation Method
SAT: Skills Assessor Training
AMM: Assessment and Marking Method

SET: Skills Evaluation Trial
SAC: Skills Assessor Certification

□ Introduction to New SESPP Seminars

To date, the SESPP has been implementing seminars related to “Skills Assessment”, and as of this fiscal year, “Skills Competition Seminars” will be held alongside these. The details are as follows.

Assessment and Marking Method (AMM) Seminar

These seminars are for the development of human resources capable of implement and operating local skills competitions.

The objective is to instil capabilities related to skills competition implementation/operation methods, and assessment and marking method. The seminars focus on demonstrations by Japanese experts and implementation of competition simulations, with the aim of improving competition event levels and approaches to new competition events.

Development of Test Projects (DTP) Seminar

These seminars are for the development of human resources that will create the necessary competition exercises, implementation procedures, and marking procedures, for the implementation of local skills competitions.

The objective is to instil capabilities related to competition exercises, implementation procedures, and marking procedures.

ASEAN Skills Assessors Seminar (AAS)

These seminars are held for the skills assessors or occupational training instructors of the ten ASEAN countries, with the objectives of explaining and demonstrating Japan’s skills assessment and operational methods for skills evaluation systems in skills competitions, and to share information on the current state of skills evaluation systems in each country.

The aim is to support the creation of ASEAN-wide skills standards, and the implementation of skills competitions.

□ Japan’s Cooperation regarding Machining Job-Trade Skills Assessment in Vietnam

J-Skill News introduces past SESPP approaches and success stories.

With cooperation from Japan, the Vietnamese government is implementing national occupational skills assessments for Turning, Milling, and Machining Center (MC) Works. In this issue, we introduce the background and history, which led to the implementation of skills assessments for these machining job-trades, and the outlook.

1. Background and history leading to the introduction of national occupational skills assessment

Since 2008, Vietnam has continuously recorded a high economic growth rate of around 6% compared to GDP, and has promoted various measures based on the Vietnamese government’s policy of aiming to become an industrialized nation by 2020. Such favourable economic activities encouraged many foreign-affiliated companies to enter Vietnam, and as a result, the securing of skilled workers, the key players in this economic activity, and improving their quality, became a significant issue.

However, the development of occupational skills standards required for the evaluation/certification of workers’ job performance capabilities, and the development of occupational skills evaluation/qualifications systems based on these standards, were lagging behind. In order to resolve this situation, the Vietnamese government obtained the cooperation of the German Agency for International Cooperation (GIZ) in 2008, and began the development of competency based National Occupational Skills Standards (NOSS), and started the approach towards the establishment of national occupational skills assessments.

2. Japan’s cooperation towards the implementation of national occupational skills assessment

In relation to the implementation of Vietnam’s national occupational skills assessment, Japan has provided three forms of support; ① JICA-HaUI (Hanoi University of Industry) Project-Phase II (2010-2013), ② Dispatch of experts to GDVT (General Directorate of Vocational Training. Today’s DVET (Directorate of Vocational Education and Training)) (2010-2018), and ③ the Skills Evaluation System Promotion Program (SESPP).

(1) Implementation of skills assessment in JICA-HaUI Project Phase II (MC Works Level 2)

One of the objectives of this project was to implement pilot skills assessment tests. Following strong requests from the Vietnam side, we established a working group and began considerations with a view towards implementing MC (Machining Center) job-trades.

The materials used were the NOSS for CNC Metal Working (comprised of CNC Turning, MC Works, etc.), standards and details related to Japan's MC Works Grade 3 skills assessment, theoretical test questions, and practical test questions, etc. The first issue we faced concerned the evaluation test method; whether to conduct competency-based skills evaluation tests or Japanese style skills assessments (comprehensive skills evaluation method implementing both theoretical and practical tests).

Consequently, using the British apprenticeship program as an example, we provided explanations of competency-based skills evaluation methods, along with explanations of implementation methods for Japanese skills assessments. Then, following considerations on the establishment of close cooperative structures with enterprises, the amount of time required for skills evaluation, and tables created to show the levels of labor and costs incurred on both sides, the Japanese skills assessment method was adopted as the most appropriate method for Vietnam's current conditions.

Alongside the creation of theoretical test questions, practical test questions, practical test implementation procedures, and practical test marking procedures, etc. the working group also promoted the development of assessors, and then implemented pilot skills assessments for the students of the HaUI's VJC (Vietnam Japan Center) machining course.

Upon receiving the results, the HaUI submitted an application, together with one set of documents created by the working group and documents showing the results of the pilot skills assessments, to the GDVT for MC Works Level 2 certification. Consequently, in December 2012, MC Works Level 2 national occupational skills assessment was implemented for ten employees of Japanese companies.

Later on, MC Works Level 3 and Level 1 were also developed.

*Vietnam's Levels 3 and 2 generally correspond to Japan's skills assessments Grades 2 and 3 respectively.

(2) Support through the dispatch of experts to GDVT (now DVET), and SESPP

From 2010 to 2018, three individuals were dispatched from the Ministry of Health, Labor and Welfare to the GDVT as JICA experts. The main duties of these experts were to introduce the mechanisms of Japan's skills assessment systems and skills assessment implementation methods, and to provide support for approaches to introduce these into Vietnam. Cooperation provided by experts played a significant background role in the implementation of the first national occupational skills assessment, held in 2011, for Mining-Excavation Technology job-trades.

Through the information and advice provided by the dispatched experts, and the knowledge and experience gained through the SESPP, the GDVT learned the methods of Japan's skills assessments, created theoretical and practical test questions, nurtured assessors through assessor development programs, and promoted work on certification at assessment centers, etc.

In addition, the dispatched experts and the SESPP secretariat collaborated closely in relation to the programs to be implemented, the selection of course participants, selection of implementation locations, setting of implementation periods, and preparations for implementation, etc. and implemented the programs in an effective and efficient manner. As a result, in July 2018, two basic manufacturing skills in high demand among Japanese companies, Turning Work Level 2 and Milling Work Level 2, were implemented as national occupational skills assessments, and these assessments achieved significant results. Furthermore, we are currently providing support for Mechanical Inspection and Mechanical Drawing CAD.



JICA-HaUI Project Phase II Working Group



Implementation of national occupational skills assessment tests in Vietnam (Turning Level 2)

3. Current state and outlook

To date, 55 job-trades have been certified, and in the last three years, skills assessments have been implemented for 34 job-trades. In machining job-trades, assessments are implemented for Turning Works, Milling Works, and CNC Metal Working (CNC Turning, MC Works). In 2020, the total number of examinees across all job-trades was 8,922. With 328 examinees for CNC Metal Working and 50 examinees for Turning Works, and with tests implemented every year, systems are taking root in Vietnam, but for further expansion and development, there are still many issues to overcome.

National occupational skills assessment implementation status
(5 job-trades with the highest number of examinees, and 3 machining job-trades)

No.	Job-trade	2018				2019						2020					
		Level 2		Level 3		Level 1		Level 2		Level 3		Level 1		Level 2		Level 3	
		No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes	No. of Exam sitters	No. of Exam Passes
1	Mining-Excavation Technology	4808	4659	167	158	3334	2854	475	407			4387	3741	249	172		
2	Mining-Electrics Technology	3131	2998	44	43	155	111	303	244			533	433	184	145		
3	Industrial Electrics	674	652	575	485	273	221	273	255	421	384	183	162	221	186	429	389
4	Automotive Technology	599	573	537	484	2635	2519	286	242	198	171	341	322	97	78	215	196
5	Mining-Construction Technology	151	145	33	31	241	213	41	27			421	350				
6	CNC Metal Working			129	122	35	34	20	12	161	159	97	61	75	67	156	139
7	Standard Turning	74	36					5	5					50	26		
8	Milling	9	1														
Total No. of examinees for 3 machining job-trades		212				221						378					
Total No. of examinees for 34 job-trades		16,316				9,747						8,922					

Source: Data provided by DVET

(Units: Persons)

(Note) Persons engaging in mining-related job-trades are required to pass national occupational skills assessments for the relevant duties

For example, there is an urgent need for the implementation of measures in line with the following requests submitted by companies.

- ① There is insufficient information on skills assessments. Making use of them would be easier if the regional implementation schedules for the year were known.
- ② Employees cannot be trained as the scope of the tests and the kinds of questions posed are not known. Please disclose the content of past test questions.
- ③ Entry fees differ between evaluation centers; this should be unified.
- ④ Please implement Mechanical Inspection as a national occupational skills assessment.

In addition, regarding Mechanical Inspection, which is in high demand among Japanese companies, if development of NOSS as an independent job-trade is difficult, the addition of Mechanical Inspection Works comprised of multiple unit sheets into NOSS for machining job-trades, for implementation as unit qualifications, could be considered.

Further expansion and development may be expected if the Vietnamese government took the needs of companies into consideration when operating skills assessments.

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