

The SESPP Secretariat issues the J-Skills News in order to promote understanding of Japan's approaches to training/skills assessment, etc. among as many people as possible.

❑ **Conferences concerning FY2022 Implementation Plans were held in Cambodia, Indonesia, and Vietnam.**

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 to these countries.

With an aim towards the effective and efficient implementation of the SESPP project, conferences centring on the human resource development bureaus of each country, the Ministry of Health, Labour and Welfare (MHLW), and the SESPP Secretariat, were held for the target countries to discuss implementation plans for the fiscal year. Implementation dates for each target country are as follows; Cambodia on May 27 (Friday), Indonesia on June 6 (Monday) and Vietnam on June 22 (Wednesday). While the conference for Indonesia was implemented online, face-to-face sessions were held on-site in Cambodia and Vietnam for the first time in three years, and participants were able to engage in vigorous exchanges of opinions.

The conferences covered job-trades/grades for which training/seminars and trials will be conducted, attendees, schedules, and targets for the projects, along with coordination of relevant procedures, etc. and implementation policies were determined. The implementation policies and points pertaining to each country are given below.

[Cambodia]

Skills Test

- Support for electrical job-trades (Sequence Control, Electrical System Maintenance, Power Distribution and Control Panel Assembly) will be provided.
- Skills Evaluation Trial (SET) will be implemented for Sequence Control Grade 2, and Skills Assessor Certification (SAC) will be conducted.
- Skills Assessor Training (SAT) and SET will be conducted for Electrical System Maintenance Grade 2 and Power Distribution and Control Panel Assembly Grade 2.

Skills Competitions

- Support will be provided for the Information Network Cabling job-trade, implemented from the previous fiscal year, with a view towards nurturing human resources with the ability to operate independent national skills competition in Cambodia in the future.

[Vietnam]

New ODA program approval procedures must be undertaken in accordance with the new Cabinet Order by the Vietnam government. Preparation for training will be conducted after these procedures have been completed.

Skills Test

- In Hanoi, SET and SAC for Mechanical Drawing (CAD work) Grade 3, implemented since FY2020, will be implemented, and support towards the establishment of national skills tests will be provided.
- In Ho Chi Minh, in addition to SAT and SET for Mechanical Inspection Grade 2, SAC for Grade 3 will be conducted. Furthermore, SAT and SET for Sequence Control Grade 2, which had been suspended for two years due to the impact of COVID-19, will be conducted.

Skills Competitions

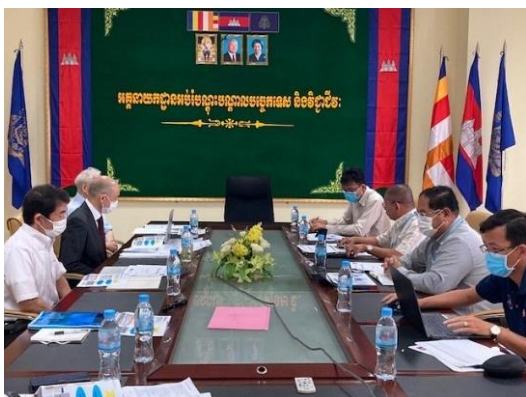
- Support will be provided for the Information Network Cabling job-trade, implemented from the previous fiscal year, and experts/instructors will be provided guidance on methods of nurturing human resources who can aim for high-ranking finishes in international competitions such as ASEAN Skills, etc.

* Regarding Vietnam, the aforementioned program approval procedures in accordance with the new Cabinet Order have not been completed on the Vietnam government side, and this has made it difficult to implement training in line with content agreed during the target country conference. We are currently coordinating with local training institutions and companies, and reviewing other forms of support.

[Indonesia]

Skills Test

- For this fiscal year, experts will be dispatched to conduct Mechanical Drawing (CAD work) Grade 2 SET and SAC on-site.



Annual Consultation Meeting (Cambodia)



Annual Consultation Meeting (Vietnam)

□ FY2022 Skills Evaluation System Promotion Program (SESPP) implementation plans

For this fiscal year, the following on-site training is scheduled for Cambodia and Indonesia. For Vietnam, further details will be provided as soon as implementation content has been determined.

SET will involve training for instructors and the implementation of simulated skill test.

If you would like to participate in or observe trials, please contact the SESPP Secretariat via e-mail.

However, capacity will be limited in line with the availability of machinery/materials. Consequently, please understand that there may be cases where we are unable to accommodate your requests.

Seminar/Trial	Implementation Period	Implementation Location
■ Vietnam Program approval procedures in accordance with the new Cabinet Order have not been completed on the Vietnam government side, and this has made it difficult to implement training in line with content agreed during the target country conference. We are currently coordinating with local training institutions and companies, and reviewing other forms of support.		
■ Cambodia <ul style="list-style-type: none"> • Sequence Control Grade 2 SET/SAC • Power Distribution and Control Panel Assembly Grade 2 SAT/SET • Electrical System Maintenance Grade 2 SAT/SET • Mechanical Inspection Grade 3 SAT/SET • Information Network Cabling AMM • Information Network Cabling AMM • Collaboration Training Course in Japan – Skills Competition Seminar 	Oct 17 (Mon.) – 21 (Fri.) Dec 19 (Mon.) – 23 (Fri.) Jan 09 (Mon.) – 13 (Fri.) Feb 20 (Mon.) – 24 (Fri.) Dec 19 (Mon.) – 23 (Fri.) Jan 23 (Mon.) – 27 (Fri.) Nov 02 (Wed.) – 11 (Fri.)	Preah Kossamak Polytechnic Institute (PPI) Industrial Technical Institute (ITI) National Technical Training Institute (NTTI) National Polytechnic Institute of Cambodia (NPIC) National Polytechnic Institute of Cambodia (NPIC) National Polytechnic Institute of Cambodia (NPIC) Makuhari International Training Center
■ Indonesia <ul style="list-style-type: none"> • Mechanical Drawing (CAD work) Grade 2 SET/SAC 	Dec 12 (Mon) – 16 (Fri)	Matsushita Gobel Foundation (YMG)

SAT: Skills Assessor Training – Seminars for the development of assessors who will implement and operate skills assessment tests.

SEM: Skills Evaluation Method – Training sessions covering the creation of theoretical/practical test questions based on standards and specifications, methods for the creation of scoring standards for practical tests, and implementation procedures.

SET: Skills Evaluation Trial – Trial on-site implementation of skills assessment tests, etc.

SAC: Skills Assessor Certification

In accordance with defined criteria, a lecturer evaluates an individual seeking certification through SET, and when the criteria is satisfied, the individual receives certification as a certified assessor.

AMM: Assessment and Marking Method (Competition Assignment Assessment and Marking Method Seminar) Seminar to nurture the human resources that will implement/operate skills competitions.

□ Training Report (In each country, training for this fiscal year has started)

■ Sequence Control Grade 2 SET and SAC in Cambodia

Sequence Control Grade 2 SET and SAC were held at the Preah Kossomak Polytechnic Institute (PPI) from October 17 (Monday) to 21 (Friday), 2022.

A total of seven assessors, two from the National Polytechnic Institute of Cambodia (NPIC), two from the National Technical Training Institute (NTTI), one from the Industrial Technical Institute (ITI), and two from the PPI, participated in these events, with the cooperation of Mr. Akira Uchiyama (Denso Corporation), who has been providing guidance as lecturer since FY2018.

Although Grade 3 assessor certification had been scheduled for FY2020, on-site training could not be implemented due to the effects of Covid-19, and as a consequence, FY2020 Grade 3 SEM training and SET, and FY2021 Grade 2 SAT and SET were conducted online. However, for the first time in three years, we were able to dispatch experts to Phnom Penh to implement on-site training.

The training provides guidance on the technical skills required of assessors, and covers preparation for SET over a three day period, with SET and SAC conducted on the final day.

Six participants sat the SET on the final day, of which three achieved a pass grade.

Assessor certification was also conducted, with all seven participants achieving pass grades, resulting in the certification of seven new certified assessors.

Mr. Uchiyama, the lecturer, gave a favourable review, stating, “Over a period of five years, we were also able to improve PLC programming skills, which had been an issue, and the results have satisfied all points for assessors, such as test preparation, operation, scoring and trouble shooting, etc. In Cambodia, Sequence Control is also considered an important element among job-trades, and there is movement towards its inclusion under the Cambodia Qualifications Framework (CQF) promoted by the Ministry of Labour and Vocational Training (MoLVT), and approval as an assessment test is anticipated”.

Participants provided opinions such as, “We would like the program to continue to nurture successive generations for the further development of the Control Systems field” and “Please implement Grade 1 training”, while examinees stated, “Please implement training before exams”.



Lecture by Mr. Uchiyama - Expert



Lecture by Mr. Uchiyama - Expert



Practical test operation by assessors



Practical test operation by assessors

■ Implementation status of skills assessment in Japan in FY2021

In FY2021, 972,000 examinees took the tests, of which 368,000 achieved passes and were awarded the title of “Certified Skilled Worker”. The cumulative total of persons who have achieved passes since the tests were established has reached 8,005,384. In FY2020, tests in the first half were cancelled due to the impact of Covid-19. In FY2021, compared to FY2019, the number of test applicants and the number of persons achieving pass grades has increased by 11.6% and 1.2% respectively.

Looking at FY2021 by grade shows that Grade 2 attracted the most examinees. When looking at numbers by job-trades, the job-trade that attracted the most examinees was Financial Planning, followed by Mechanical Maintenance, Machining, Scaffolding, and Mechanical Inspection.

◆ Implementation status by grade

Grade (Skills and knowledge required to pass skills assessment)	Number of test applicants (FY2019 comparison)	Number of successful examinees (FY2019 comparison)	Pass rate (FY2019 comparison)
Special Grade (Skills/knowledge required by managers or supervisors)	4,825 (-1.5%)	1,993 (+197.5%)	41.3% (13.7%)
Grade 1 (Skills/knowledge required by senior level skilled workers)	100,543 (+4.6%)	30,086 (+1.2%)	29.9% (30.9%)
Grade 2 (Skills/knowledge required by mid-level skilled workers)	390,241 (+18.7%)	111,227 (+19.6%)	28.5% (28.3%)
Grade 3 (Skills/knowledge required by junior-level skilled workers)	345,409 (+23.5%)	173,410 (+30.2%)	50.2% (47.6%)
Non-classified Grade (Job-trades not classified by grade, with skills/knowledge equivalent to Grade 1)	2,993 (+6.2%)	1,584 (+3.9%)	52.9% (54.1%)
Total	844,011	318,300	—

* In addition to the above, there are assessments for technical intern trainees from overseas (Basic Grade, Occasional Grade 3, and Occasional Grade 2). There were 128,405 examinees in FY2021, with 49,736 passes in FY2021.

◆ Job-trades with many test examination applicants (Totals for all grades)

Job-trade	Number of test applicants	FY2019 comparison	Number of successful examinees	Year-on-year comparison
Financial Planning	619,650	+30.6%	208,484	+46.0%
Mechanical Maintenance	34,347	-11.2%	14,775	-6.7%
Machining	22,082	-16.9%	11,041	-31.6%
Scaffolding	18,146	-0.5%	7,520	-36.8%
Mechanical Inspection	16,924	-13.1%	8,246	-29.6%

(Reference) Ministry of Health, Labour and Welfare press release material https://www.mhlw.go.jp/stf/newpage_27241.html

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