

The Skills Evaluation System Promotion Program (SESPP) implements seminars and Skills Evaluation Trials (SET), 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 with the project and has established the SESPP Secretariat at the Kasumigaseki Branch.

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

Implementation of Local Program Evaluation for FY2022 in Cambodia and Vietnam

With an aim towards the effective and efficient implementation of the SESPP project, sessions of the Public-Private Joint Committee were held in the countries for which these activities are intended, with sessions held on February 28 (Tuesday) for Cambodia, and March 2 (Thursday) for Vietnam, in order to understand the needs of skilled workers in the target countries, verify PR techniques and the job-trades/grades involved, and understand the medium/long-term issues, etc.

Committee members were comprised of participants from the Bureau of training and development of each country, local training institutions, the Ministry of Health, Labour 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, and exchanges of opinions, etc.

Cambodia

Date/time	February 28, 2023 (Tuesday) –14:35-17:40
Attendees	Ministry of Labour and Vocational Training (MoLVT), MHLW, NPIC, NTTI, PPI, ITI, Embassy of Japan, JICA Office, SESPP Secretariat
No. of attendees	21
Achievements of job-trades implemented in this fiscal year	<p>Skills Competitions Seminar</p> <ul style="list-style-type: none"> - Information Network Cabling (2 seminars) <p>Skills Test</p> <ul style="list-style-type: none"> - Sequential Control Grade 2 Skills Evaluation Trial (SET), Skills Assessor Certification (SAC) - Power Distribution/Control Panel Assembly Grade 2 Skills Assessor Training (SAT), SET - Electrical System Maintenance Grade 2 SAT, SET - Mechanical Inspection Grade 3 SAT, SET <p>Other</p> <ul style="list-style-type: none"> - Collaboration Training Course in Japan Skills Competitions Seminar (Information Network Cabling)
Main discussion related to job-trades for the next fiscal year	<p>《Skills Competitions》</p> <ul style="list-style-type: none"> - Targets: Learning skills competition implementation methods and scoring/evaluation methods for the implementation of competition events on new job trade. - Demonstration seminars by Japanese experts, implementation of training for skills competition committee and mock competition, etc. - Proposed job-trades: Information Network Cabling - Two-week training in Japan on Information Network Cabling (including visits to national skills competitions) (Collaboration Training Course in Japan) <p>《Skills Test》</p> <ul style="list-style-type: none"> - Targets: Establishment of national skills assessment systems, authorization of assessment centres for job-trades with SESPP cooperation - Follow-up to 2022 project (SET) - Proposed job-trades: Power Distribution and Control Panel Assembly SET, Electrical System Maintenance SET, Mechanical Inspection SET, and implementation of Milling as a new job-trade. - Cooperation for the establishment of national skills assessment systems in Cambodia
Approaches between the two countries for the future	<ul style="list-style-type: none"> - While support has been focused on electrical job-trades until now, machining job-trades are also essential to HR development and the advancement of industry. Milling has been proposed as the NPIC possesses the equipment to facilitate implementation. We would like to hear if Milling is suitable, or if there is another job-trade for which support is desired. (MHLW, SESPP Secretariat) - Job-trades for which support is desired will be reviewed at each training institute, and responses will be passed to Japan via the Department of Standard Curriculum (DSC). (MoLVT)

■ Vietnam

Date/time Attendees	March 2, 2023 (Thursday) 9:30-12:00 Saigon Hi-Tech Park Training Center (SHTP-TC), MHLW, JICA Office, representatives of companies (Japanese, Vietnamese), assessors and examinees from the past trials, SESPP Secretariat
No. of attendees	50
Achievements of job-trades implemented in this fiscal year	Skills Test ◀◀ South (Ho Chi Minh) ▶▶ - Mechanical Inspection Grade 3 Skills Evaluation Trial (SET), Skills Assessor Certification (SAC), Skills Evaluation Method (SEM)
Main discussion related to job-trades for the next fiscal year	◀◀ Skills Test ▶▶ - Targets: Establishment of corporate in-house test and industry certification for job-trades with SESPP cooperation - Follow-up on 2022 project (Seminars, SET, SAC) Proposed job-trades: Mechanical Inspection Grade 3 SET/SAC, Mechanical Inspection Grade 2 SAT/SET - Support for the establishment of corporate in-house test and industry certification for new job-trades when required - Proposed job-trades: Sequence Control, Mechanical Drawing (CAD work) ◀◀ (Reference) Skills Competitions ▶▶ - Targets: Reinforcement of skills competition implementation structures, and improving levels of evaluation abilities of skills competition assessors. - Demonstration seminars by Japanese experts, implementation of training for skills competition officers/competition simulations, etc. - Target job-trade: Information Network Cabling job-trade - Two-week training in Japan for Information Network Cabling (including visits to national skills competitions) (Collaboration Training Course in Japan)
Approaches between the two countries for the future	- We have confirmed continued support for job-trades with greater needs through cooperation between training institutes, including the SHTP-TC, and Japanese/Vietnamese corporations, in order to contribute to HR development and the advancement of industry in Vietnam by entrenching industry assessment and corporate in-house assessment.

□ Training Report

■ Mechanical Drawing (CAD work) Grade 2 Skills Evaluation Trial (SET) and Skills Assessor Certification (SAC) in Indonesia

Mechanical Drawing (CAD work) Grade 2 SET and SAC were held from December 12 (Mon) to 16 (Fri), 2022, at the Matsushita Gobel Foundation High-tech Mold and Dies Center.

Mr. Kenji Nishitani (Panasonic Holdings Corporation) was the lecturer on this occasion.

The transfer of Mechanical Drawing (CAD work) skills through the skills evaluation system in Indonesia commenced in 2019, and the training this time served as a culmination for the assessors. All four participants achieved a pass grade for SAC, and consequently, four new assessors were certified. One examinee sat the SET. The training included, “lectures on the roles and responsibilities of assessors, practical test questions, required equipment, etc.”, “role play with participants in both assessor and examinee roles”, “scoring and evaluation practice”, “training for how to write resume and application forms for certification”, “scoring and evaluation work”, etc.

The lecturer, Mr. Nishitani, offered comments such as, “It is evident that there are subtle nuances that can only be conveyed in a face-to-face setting, and with the assessors seemingly satisfied after finally being able to implement the first SAC, I also felt some relief. However, I was disappointed that there was only one examinee for this year’s Grade 2 SET. Since there are ten or more examinees every year for Grade 3, I felt strong sense of the need for additional support from the corporate side to create an environment that enable people to take on the challenge of Grade 2.”

Participants put forward their opinions, such as, “(we would like) Grade 1 trials and some discussion on preparations for the future”, “we would like SAT, SET, and SAC for the next fiscal year to be implemented as face-to-face classes as well”, etc.



Lecture



Practical test



Scoring and Evaluation

■ Mechanical Inspection Grade 3 Skills Evaluation Trials (SET), Skills Assessor Certification (SAC), and Skills Evaluation Method (SEM) training, in Vietnam

Mechanical Inspection Grade 3 SET and SAC were held from January 7 (Sat) to 9 (Mon), 2023, and SEM training was conducted from January 11 (Weds) to 13 (Fri), at the Saigon Hi-Tech Park Training Center (SHTP-TC). Furthermore, SET were also held at the Mitsuba Vietnam Co., Ltd. factory from January 14 (Sat) to January 16 (Mon). Mr. Fumio Inagawa (SESPP Secretariat, Technical Advisor) served as lecturer on this occasion.

For this fiscal year, as the Directorate of Vocational Education and Training (DVET) was unable to obtain approval for the implementation of ODA programs from overseas in accordance with the new Cabinet Order, the initial schedules for the fiscal year were changed, and support was positioned and implemented as industry certification of Mechanical Inspection job-trades, centering on the SHTP-TC. There are many from Japanese companies in south Vietnam who wish to participate in Mechanical Inspection job-trades test, and the objectives this time were to increase the number of assessors to enable the continuous implementation of SET for this job-trade independently, as well as to enable the SHTP-TC to prepare theoretical test questions independently.

To this end, we implemented SEM training in relation to the composition and development methods of theoretical tests based on Mechanical Inspection Grade 3 skills assessment standard and details.

The content of training this time included, “supplementary lectures on assessor training”, “the roles and tasks of assessors”, “explanations regarding the differences between Grades 3 and 2”, “preparation of theoretical test questions”, “implementation of SET”, “implementation of theoretical and practical tests”, “scoring and evaluation”, and “implementation of assessor certification test”, etc.

There were seven applicants for assessor certification, and the results of tests showed that five achieved a pass grade. This brings the total number of assessors in south Vietnam to nine. Twenty-one examinees participated in the SET, of which twelve achieved pass grade.

The lecturer, Mr. Inagawa, gave the following comments.

Regarding SET and SAC held from January 7 (Sat) to January 9 (Mon): “In the south (Vietnam), there is a high demand for Mechanical Inspection job-trade from Japanese companies, and this time the SET and SAC were held for applicants from Shiogai Seiki Vietnam Co., Ltd. and Dynamo Vietnam. We can expect that the five new certified assessors this time will take on the roles of core HR when the SHTP-TC implement Japanese style skills assessments.”

Regarding SET from January 14 (Sat) to January 16 (Mon): “This was a new approach in which the SET were implemented by taking the necessary equipment and apparatus into a company’s site. The method of implementing tests by traveling to company sites reduces the obstacles to participation for companies on industrial estates far from the SHTP-TC, and will make it easier for their employees to take the tests. 50% achieved the pass grade at this trial, which suggests that examination measures guidance for companies is functioning effectively.”

Regarding SEM training: “The development and preparation of thirty theoretical test questions is essential to the continuous implementation of SET. Follow-up will be required for the development of theoretical test questions, as current levels of understanding and interpretation of standard and details fall short of the requirement. I received requests for the continuation of cooperation and support.”



Practical test



Practical test



Scoring and Evaluation



Scoring and Evaluation



SEM implementation



SEM implementation

■ Assessment and Marking Method Seminar in Cambodia (Information Network Cabling)

Assessment and Marking Method seminars (Information Network Cabling) were held twice at the National Polytechnic Institute of Cambodia (NPIC), the first from December 19 (Mon) to 23 (Fri), 2022, and the second from January 23 (Mon) to 27 (Fri), 2023. Mr. Takafumi Koizumi (Kandenko Co., Ltd.) and Mr. Yosuke Maeda (MIRAIT ONE Corporation) were the lecturers for the December seminar, and Mr. Yoshitaka Matsumoto (Polytechnic Center Kansai) and Mr. Susumu Ito (Kinden Corporation) were the lecturers for the January seminar.

There were five participants for the December seminar and six for the January seminar. Participants were all instructors from NPIC, NTTI, and PPI.

Training content involved “unit work, assignment implementation, assignment assessment” for optics, and “unit work, assignment implementation, assignment assessment and speed challenges” for metals, etc., which were followed by the implementation of optics/metals mock competition.

The lecturers forwarded comments such as, “I would like to see contestant development with the hosting of the 2024 national skills competition set as the target timeframe, the swift advancement of guidelines development, and the proactive engagement of equipment procurement in Cambodia. While they were concerned about the quality of materials, the actual hosting of the competition takes precedence, and quality can be improved on an ongoing basis with each subsequent event.” (Mr. Koizumi), “Skills competition will be easier to host if considerations are made for operation in a format more in line with circumstances in Cambodia, rather than fixating on Japanese style competition. Also, it will be important for the three institutes to gather frequently to engage in discussions for the hosting of skills competition.” (Mr. Maeda), “The cooperation of manufacturers is essential for the procurement of equipment and materials, so the problem is how to go about obtaining the cooperation of manufacturers in order to resolve equipment insufficiencies.” (Mr. Ito), and “The technologies related to exercises and the skills required for assessment have been acquired. Continuing to receive support from Japan is not a realistic approach towards independence in the future. Independence, including that for equipment and materials procurement, must be achieved.” (Mr. Matsumoto) Participants put forward opinions, such as, “More practice is required in relation to optical fiber (fusion splicing) fusion splicers”, and “I am very satisfied with the opportunity to participate in this. I hope more training such as this will be implemented in the future.”



Training



Training



Practice

Explanation of optics
assignment

Mock competition



Mock competition

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