

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 FY2023 Implementation Plans were held in the four target countries for these activities.**

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; Indonesia on June 12 (Monday), Cambodia on June 19 (Monday), Vietnam on July 25 (Tuesday), and Laos on July 27 (Thursday). While the conference for Indonesia was implemented online, face-to-face sessions were held on-site in Cambodia, Vietnam, and Laos, 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.

[Vietnam]

- As with the previous year, Vietnam requires ODA program approval procedures to be undertaken in accordance with the new Cabinet Order. However, approval procedures have become complex, while the period required for approval has become longer, and program implementation via the Vietnamese government has become difficult. Consequently, with the cooperation of the Saigon Hi-Tech Park Training Center (SHTP-TC) in southern Ho Chi Minh city and Japanese companies, the program will be advanced as industry certification.

Skills Test

- Grades 3 and 2 will be implemented for Mechanical Inspection job-trades, and following on from the previous year, Skills Evaluation Trials (SET) and assessor certification will be conducted for Grade 3 with the aim of creating new assessors. Skills Assessor Training (SAT) and Skills Evaluation Trials (SET) will commence for Grade 2.
- Sequence Control Grade 2, which had been suspended for three years due to the impact of COVID-19, will restart, with SAT and SET implemented in this fiscal year.

[Cambodia]

Skills Test

- SET will be implemented for Electrical System Maintenance Grade 2 and Power Distribution and Control Panel Assembly Grade 2, along with the implementation of approaches towards assessor certification in the following fiscal year.
- SET will be implemented for Mechanical Inspection Grade 3.

Skills Competitions

- Support for the Information Network Cabling job-trade has been implemented since 2021, and we will nurture human resources with the ability to operate independent national skills competitions in Cambodia in the future. We will aim for implementation as a competition event or as a mock competition in the national skills competition to be held in 2024.

[Indonesia]

Skills Test

- We will conduct SAT, SET and assessor certification for Plastic Injection Molding Grade 2, which had been suspended due to the impact of COVID-19, and create assessors.

[Laos]

- Activities in Laos had been suspended since the last occasion in 2017. However, we will restart activities from this fiscal year onwards.

Skills Test

- As Power Distribution and Control Panel Assembly Grade 3 had been suspended since FY2018, for this fiscal year, we will conduct SAT, SET and Skills Assessor Certification (SAC), and create assessors.
- We will start a new Mechanical Inspection Grade 3, and implement Skills Evaluation Method (SEM) training.



Target country conference (Cambodia)



Target country conference (Vietnam)



Target country conference (Laos)

□ Record of visits to related parties in the target countries

When we visited each country for the target country conferences, we gathered information related to the status of the local manufacturing industry and industry human resource development, and visited Japanese institutions and companies to conduct PR for the SESPP project. Since there had been no occasions for face-to-face information exchange over the past two years, particularly due to the impact of COVID-19, we visited a variety of institutions and companies for this fiscal year.

[Vietnam]

- We visited the Japanese Chamber of Commerce and Industry in Ho Chi Minh City (JCCH), and received advice on how to advance this project as an industry certification. Furthermore, we requested that the JCCH conduct public relations and awareness activities in relation to their member companies, and received willing consent.
- In relation to human resource development and methods of promoting this project in Vietnam, exchanges of opinion were conducted with Mitsuba Vietnam Co., Ltd. and Shiogai Seiki Vietnam Co., Ltd., who provide support for training implemented at the Saigon Hi-Tech Park Training Center (SHTP-TC).
- We visited the Binh Duong Industrial Park Research and Development Institute (RDI), and engaged in an observational tour of the collaborative industry-academia training facility, the Advanced Manufacturing Center, which was partially operational. We were informed that the Eastern International University is scheduled to take over the management and operation of this facility, which is equipped with a variety of machine tools, and measuring instruments, etc. and that the facility would be used to support employee training for companies within the industrial park, and start-up companies.

[Cambodia]

- We visited the JETRO Phnom Penh Office and the Royal Group Phnom Penh Special Economic Zone, and made inquiries concerning the status of manufacturing in Cambodia. We acquired a wide range of information to take into consideration for the development of this project in the future.
- Visits were also made to Minebea (Cambodia) Co., Ltd. and SOKEN (Cambodia) Co., Ltd. both of which have dispatched examinees to past SET of this project, and following explanations concerning plans for this fiscal year, we requested the dispatch of examinees, and exchanged opinions with a focus on issues related to human resource development.

[Laos]

- As this was a restart from a hiatus of six years, we investigated the status of manufacturing in Laos, and visited the Embassy of Japan in the Lao PDR, the JICA Laos Office, the JETRO Vientiane Office, and the Japanese Chamber of Commerce and Industry in Laos, with the objectives of introducing the SESPP project and undertaking public relations regarding the plans for this fiscal year. A wide variety of opinions were exchanged.

We gained some very interesting insights, such as that the manufacturing industry is not developed in Laos, and that almost 100% of energy needs are covered using green energy (hydroelectric/wind power generation), etc.

□ FY2023 Skills Evaluation System Promotion Program (SESPP) implementation plans

For this fiscal year, the following on-site training is scheduled for Vietnam, Cambodia, Indonesia, and Laos. SET will involve training for instructors and the implementation of simulated skill tests.

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 equipment/materials. Consequently, please understand that there may be cases where we are unable to accommodate your requests.

Seminar/Trial	Implementation Period	Implementation Location
<p>■ Vietnam</p> <ul style="list-style-type: none"> • Mechanical Inspection Grade 3 SET/SAC • Mechanical Inspection Grade 2 SAT/SET • Sequence Control Grade 2 SAT/SET 	<p>Sep 14 (Thu) – 18 (Mon)</p> <p>Dec 06 (Wed) – 11 (Mon)</p> <p>Jan 10 (Wed) – 14 (Sun)</p>	<p>Saigon Hi-Tech Park Training Center/Mitsuba Vietnam</p> <p>Saigon Hi-Tech Park Training Center</p> <p>Saigon Hi-Tech Park Training Center</p>
<p>■ Cambodia</p> <ul style="list-style-type: none"> • Electrical System Maintenance Grade 2 SET • Power Distribution and Control Panel Assembly Grade 2 SET • Mechanical Inspection Grade 3 SET • Information Network Cabling AMM 	<p>Oct 16 (Mon) – 20 (Fri)</p> <p>Oct 30 (Mon) – Nov 02 (Thu)</p> <p>Feb 19 (Mon) – 22 (Thu)</p> <p>Feb 05 (Mon) – 09 (Fri)</p>	<p>National Technical Training Institute (NTTI)</p> <p>Industrial Technical institute (ITI)</p> <p>National Polytechnic Institute of Cambodia (NPIC)</p> <p>National Polytechnic Institute of Cambodia (NPIC)</p>
<p>■ Indonesia</p> <ul style="list-style-type: none"> • Plastic Injection Molding Grade 2 SAT/SET/SAC 	<p>Nov 13 (Mon) – 17 (Fri)</p>	<p>Matsushita Gobel Foundation (YMG)</p>
<p>■ Laos</p> <ul style="list-style-type: none"> • Power Distribution and Control Panel Assembly Grade 3 SAT/SET/SAC • Mechanical Inspection Grade 3 SEM 	<p>Dec 11 (Mon) – 15 (Fri)</p> <p>Jan 15 (Mon) – 19 (Fri)</p>	<p>Skills Development Institute (SDI)</p> <p>Skills Development Institute (SDI)</p>

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.



Skills Evaluation Trial implementation
(Vietnam Mechanical Inspection/Practical)



Skills Evaluation Trial implementation
(Cambodia Power Distribution and Control
Panel Assembly/Practical)



Skills Evaluation Trial implementation
(Cambodia Electrical System
Maintenance/Theoretical)

■ Implementation status of skills assessment in Japan in FY2022

In FY2022, 869,519 examinees took the tests, of which 359,641 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 8,365,025. In FY2022, compared to FY2021, the number of test applicants and the number of persons achieving pass grades decreased by 10.6% and 2.3% respectively.

Looking at FY2022 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 IP Management.

◆ Implementation status by grade

Grade (Skills and knowledge required to pass skills assessment)	Number of test applicants (FY2021 comparison)	Number of successful examinees (FY2021 comparison)	Pass rate (FY2021 comparison)
Special Grade (Skills/knowledge required by managers or supervisors)	4,424 (-8.3%)	1,418 (-28.9%)	32.1% (41.3%)
Grade 1 (Skills/knowledge required by senior level skilled workers)	93,393 (-7.1%)	32,365 (+7.6%)	34.7% (29.9%)
Grade 2 (Skills/knowledge required by mid-level skilled workers)	342,671 (-12.2%)	99,140 (-10.9%)	28.9% (28.5%)
Grade 3 (Skills/knowledge required by junior-level skilled workers)	305,230 (-11.6%)	163,059 (-6.0%)	53.4% (50.2%)
Non-classified Grade (Job-trades not classified by grade, with skills/knowledge equivalent to Grade 1)	2,520 (-15.8%)	1,284 (-18.9%)	51.0% (52.9%)
Total	748,238	297,266	—

*In addition to the above, there are assessments for technical intern trainees from overseas (Basic Grade, Occasional Grade 3, and Occasional Grade2). In FY2022, there were 121,281 examinees, with 62,375 achieving passes.

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

Job-trade	Number of test applicants	FY2021 comparison	Number of successful examinees	FY2021 comparison
Financial Planning	539,871	-12.9%	192,352	-7.7%
Mechanical Maintenance	32,673	-4.9%	13,668	-7.5%
Machining	19,050	-13.7%	10,326	-6.5%
Scaffolding	17,685	-2.5%	8,417	+11.9%
IP Management	16,847	+4.6%	8,165	+11.4%

(Reference) Ministry of Health, Labour and Welfare press release material https://www.mhlw.go.jp/stf/newpage_34615.html

Issued by: SESPP Secretariat (JTB Corporation –Kasumigaseki Division)

J-Skills News Inquiries

SESPP Secretariat (JTB Corporation –Kasumigaseki Division)

23F Kasumigaseki Bldg. 3-2-5 Kasumigaseki, Chiyoda-ku, Tokyo 100-6051

TEL: +81-3-6737-9263 FAX: +81-3-6737-9266

Admin: Kondo (Ms.), Ikeda (Ms.), Iwashita (Mr.)

E-mail: sespp@jtb.com