

The Skills Evaluation System Promotion Program (SESPP) implements seminars and Skills Evaluation Trials (SET), conducted by Japanese experts, in Vietnam, Cambodia, Indonesia, and Laos, 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 FY2023 in Laos, Vietnam, and Cambodia

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 January 22 (Monday) for Laos, January 25 (Thursday) for Vietnam, and February 23 (Friday) for Cambodia, 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. Participating members were comprised of participants from the Department of human resources development of each country, local vocational 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.

■ Laos

Date/Time Participants	January 22 (Monday), 2024 13:30 – 15:45 (Laos time) Skills Development Institute (SDI), Vientiane Skills Development Center (VSDC), MHLW, Embassy of Japan, JICA Office, JETRO, SESPP Secretariat
No. of participants	20
Content of training implemented in this fiscal year	Skills Test <ul style="list-style-type: none"> • Power Distribution and Control Panel Assembly(PDCPA) Grade 3 • Mechanical Inspection Grade 3 Skills Assessor Training (SAT), Skills Evaluation Trials (SET), Skills Assessor Certification (SAC) Skills Evaluation Method (SEM)
Content of proposals related to job-trades for the next fiscal year	Skills Test <ul style="list-style-type: none"> • Target: Establishment of national skills assessment systems for job-trades with SESPP cooperation • Activities: Follow-up of FY2023 program (Seminars, SET, SAC) Proposed job-trades: PDCPA Grade 3 SET or Grade 2 SAT/SET Mechanical Inspection Grade 3 SAT/SET
Exchanges of opinions on future approaches	<ul style="list-style-type: none"> • The certification of the first six certified assessors in Laos for PDCPA Grade 3 is of highly important significance. Certified assessors are expected to become the human resources that will take charge of skills tests in Laos. (SDI) • The development of assessors in Laos is a pressing issue, so an increase in the number of times training is implemented for one job-trade over one year is desired. (VSDC) ⇒ Increasing the frequency of training sessions over one year for completion in two years is theoretically possible, but the cooperating experts also have their own duties in Japan, and there may be difficulties in securing their cooperation for multiple SESPP training sessions over one year. We will discuss this with the experts, and determine how to proceed. (MHLW)



Laos Public-Private Joint Committee



Vietnam Public-Private Joint Committee



Cambodia Public-Private Joint Committee

■ Vietnam

Date/Time Participants	January 25 (Thursday), 2024 (9:30 – 12:00 (Vietnam time)) Saigon Hi-Tech Park Training Center (SHTP-TC), MHLW, Companies (Japanese, local), participants in training, SESPP Secretariat
No. of participants	21
Content of training implemented in this fiscal year	Skills Test ◀◀ South (Ho Chi Minh) ▶▶ • Mechanical Inspection Grade 3 SET, SAC • Mechanical Inspection Grade 2 SAT, SET • Sequence Control Grade 2 SAT, SET
Content of proposals related to job-trades for the next fiscal year	◀◀ Skills Test ▶▶ • Target: Establishment of in-house tests and industry tests for job-trades with SESPP cooperation • Activities: Follow-up of FY2023 program (Seminars, SET, SAC) Proposed job-trades: Mechanical Inspection Grade 3 SET, Mechanical Inspection Grade 2 SET, Sequence Control Grade 2 SET Where required, support for the establishment of in-house/industry tests for new job-trades (Mechanical Drawing CAD Work?)
Exchanges of opinions on future approaches	• In the southern areas, SESPP implements training for six job-trades, thirteen assessors have been certified for Mechanical Inspection Grade 3, and two have been certified for Sequence Control Grade 3. The total number of examinees is 148, of which 56 have achieved passes. (SHTP-TC) • We would like to develop assessors who will be able to implement and operate tests independently for Sequence Control and Mechanical Drawing CAD Work, for which the needs are particularly high. (SHTP-TC)

■ Cambodia

Date/Time Participants	February 23 (Friday), 2024 (9:30 – 12:30 (Cambodia time)) Ministry of Labour and Vocational Training (MoLVT), MHLW, NPIC, NTTI, PPI, ITI, PPSEZ, companies (Japanese), SESPP Secretariat
No. of participants	23
Content of training implemented in this fiscal year	Skills Competitions Seminar • Information Network Cabling Skills Test • PDCPA Grade 2 SET • Electrical System Maintenance Grade 2 SET • Mechanical Inspection Grade 3 SET Other • Collaboration Training Course in Japan: Skills Competition Seminar (Information Network Cabling)
Content of proposals related to job-trades for the next fiscal year	◀◀ Skills Competition ▶▶ • Targets: Learning skills competition implementation methods and scoring/evaluation methods for the implementation of new job-trade. Implementation of Information Network Cabling in national skills competition • Activities: Demonstration and seminars by Japanese experts, implementation of a training for skills competition committee, support for implementation of Information Network Cabling job-trade in national skills competition. ◀◀ Skills Test ▶▶ • Targets: Establishment of national skills assessment systems, accreditation of assessment centres for job-trades with SESPP cooperation • Activities: Follow-up of FY2023 program (SET) Proposed job-trades: PDCPA Grade 2 SET/SAC, Electrical System Maintenance Grade 2 SET/SAC, Mechanical Inspection Grade 3 SET/SAC Cooperation for the establishment of national skills assessment system in Cambodia
Exchanges of opinions on future approaches	• Under newly enacted working environment and human resource development laws in Cambodia, 75,000 workers will undergo skills evaluation over five years from 2024 through 2028. We request that the SESPP project collaborate with the four training institutes to implement training in a format that is in line with the new bills. (MoLVT) • For Information Network Cabling, our plans are to implement mock competitions in the FY2024 national skills competition in Cambodia, participate as observers in WorldSkills ASEAN 2025 in the Philippines in FY2025, adopt Information Network Cabling as a formal competition skill in the FY2026 national skills competition in Cambodia, and to participate in WorldSkills ASEAN 2027 in Indonesia. (MoLVT)

□ Training Report

■ Plastic Injection Molding Grade 2 Skills Assessor Training (SAT), Skills Evaluation Trial (SET), and Skills Assessor Certification (SAC) in Indonesia

Plastic Injection Molding Grade 2 SAT, SET, and SAC were implemented from November 10 (Fri) to 17 (Fri), 2023, at the Matsushita Gobel Foundation High-tech Mold and Dies Center (HTMC).

Due to the impact of Covid-19, this was the first time in four years that Plastic Injection Molding Grade 2 training was implemented locally in Indonesia. All seven assessors achieved pass grades for SAC, and consequently, seven new assessors were certified. Seven examinees sat the SET, and five achieved pass grades.

For the training, BNSP (Badan Nasional Sertifikasi Profesi (Indonesian Professional Certification Authority) assessor training was conducted first, and in the SAT for participants, lectures were given on topics such as, “Overview of Grade 2 examinations, and evaluation method/evaluation document entry methods”, “Mock Grade 2 tests and evaluation task exercises”, and “Skills Assessor Duties Check-Sheet entry”, etc. SET was conducted in two sessions over two days, and participants sat the SET from the standpoint of assessors, and demonstrated the results of their training.

The lecturer, Mr. Makoto Nakazawa, offered comments such as, “For plastic injection molding in Indonesia, ten years have passed since we began training, and this was the first time in four years that SAT was implemented. With the permanent installation of injection molding machinery within HTMC, SAT and SET were implemented in a new environment. All assessors had passed tests, and for three participants, this was their second time, and they implemented evaluation tasks without error. Meanwhile, the SET examinees had no experience with the installed molding machinery, and two failed. I believe there is an issue with insufficient numbers of assessors at BNSP.” Participants put forward their opinions such as, “I would like the number of training sessions increased in order to develop many more experts”, etc.



Skills Assessor Training



Skills Evaluation Trial (Practical test)



Assessor interviewed by experts

■ Sequence Control Grade 2 Skills Assessor Training (SAT), and Skills Evaluation Trials (SET) in Vietnam

Sequence Control Grade 2 SAT and SET were held from January 10 (Wed) to 14 (Sun), 2024, at the Nguyen Tat Thanh University (NTTU). As four years had passed since training was last implemented, SAT commenced with “Roles and responsibilities of assessors”, “Practical test implementation methods and operational points to keep in mind”, “Explanation on operation check sheets”, “Explanation on wiring work check sheets”, and “Explanation on how to proceed with role exercises”, after which assessors and examinees separated for “role exercises and scoring/evaluation practice. In the subsequent SET, participants acted as assessors to operate assessment tests, which were sat by eight examinees. Unfortunately, no one achieved pass grades, but improvements are anticipated for the next sessions.

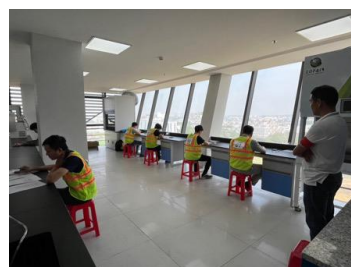
The lecturer, Mr. Masahiko Yasuhara (Polytechnic University (PTU)), offered comments such as, “This time around was the first time Sequence Control SET was implemented in Ho Chi Minh. As this was the first SET, there was some initial tension, but I think everyone managed to implement smoothly without issue. I was especially impressed by the way participants engaged in discussions for each person in charge, centring on a chief assessor, and checked each other’s work”, while Mr. Masafumi Seino (PTU), offered comments such as, “The participants being evaluated engaged with great enthusiasm. There were instances of intense discussion regarding content they struggled to agree on, with one particular discussion about allocation of evaluation marks related to emergency stop programs in view of safety issues, which eventually resulted in mutual agreement.”



Skills Assessor Training



Skills Evaluation Trial (Practical test)



Skills Evaluation Trial (Theoretical test)

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

Assessment and Marking Method seminar (Information Network Cabling) were implemented at the National Polytechnic Institute of Cambodia (NPIC) from February 5 (Mon) to 9 (Fri), 2024. Mr. Yoshitaka Matsumoto (Polytechnic Center Kansai) and Mr. Susumu Ito (Kinden Corporation) were the lecturers for the seminar.

There were seven participants, comprised of instructors from NPIC, NTTI, and PPI. Lectures and exercises on optics, such as, “Explanation on Test projects”, “Evaluation criteria creation procedures”, and “Creation of independent evaluation criteria for Cambodia (Test projects of optics and metals)”, were conducted first. These were followed by “Mock competition preparation”, during which participants learned about the necessary preparation items required for actual competition implementation, and afterwards, participants implemented mock competitions for “optics assignments” and “metals assignments” over two days.

The lecturer, Mr. Susumu Ito (Kinden Corporation), offered comments such as, “Participants have been learning operation and evaluation methods for the Information Network Cabling job-trade since the previous fiscal year, and have advanced greatly towards competition implementation. The enthusiastic approach of participants has improved their cabling ability, and they have also acquired the ability to create and evaluate cabling worksheets, and the future looks promising. For operation in Cambodia, it will be necessary to implement mock competition using local materials and tools. Furthermore, the participants will need to consider the development of competitors who will take part in competitions”, while Mr. Yoshitaka Matsumoto offered comments such as, “For this fiscal year, the difficulty level of Test project of optics was far higher, with participants undertaking Test projects similar to those of Japan’s National Skills Competitions (use of 19-inch racks, optical patch panels, etc.). Through the mock competitions of these training sessions, the seven participating instructors from Cambodia have achieved exceptional improvement in their cabling ability compared to the previous year. Furthermore, the evaluation techniques for each type of cabling have allowed the creation of Cambodia’s own marking criteria and marking sheets, and have improved to a level where appropriate evaluations are possible. While there still some points where experience is lacking, the cabling techniques and evaluation techniques for this job-trade have both reached a level greater than envisaged, and I feel that the results achieved are more than satisfactory in relation to the level of input for FY2023. I believe the effect achieved will be even greater improvement in technical ability, and the establishment and dissemination of this technology.”

Additionally, participants put forward their opinions such as, “I would like to do more training and acquire as many skills as possible”, and “the content is suitable in terms of what is considered to be required by Cambodia’s instructors.”

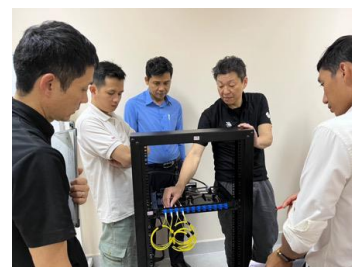
The mock competition of Information Network Cabling is expected to be implemented in the FY2024 national skills competition in Cambodia and we will continue to offer our support for that.



Instruction by experts



Mock competition



Instruction by experts

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