

Japan Skill Evaluation Systems

- **N**ational **S**kill **T**est & **C**ertification-
NSTC



JAPAN Build Friendship ,
AHRDA Build People

Speaker by Mr. Masato Ozaki,
JICA Expert

1. Definition of National Skill Test & Certification System(NSTC) in Japan

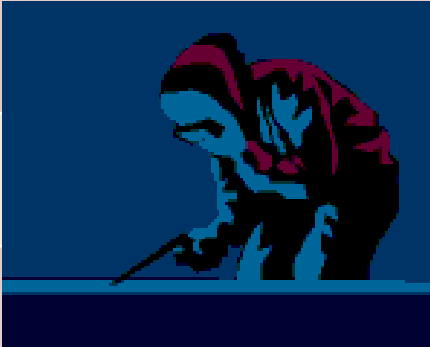


The National Skill Test & Certification (NSTC) :

- NSTC certified by the Ministry of Health, Labor and Welfare(MHLW) of Japanese government.
- NSTC test worker's abilities, knowledge and skills according to uniform standards.
- NSTC can enhance skill evaluation on company, can improve the status of workers on the society.

2-1. In Case of Japan History of National Skill Test & Certification System

- 1960 : Starts 5 trades (Construction Machine,...)
2017: 126 trades increase
- Examinee: 1960-2017 total 15,000,000 person
Successful Candidate: 1960-2017 5,300,000 person
Pass Rate: 35% (Average of Level1 to Level 3)
- Established Implementation organization:
JAVADA & PAVADA at 1969 by HRD Act of MHLW

2-2. NSTC Skill Trade

Category	126 Trades
Construction	
Ceramic	
Mold Making	
Electrical and Precision measurement tools	Sequence Control Work
Food Production	 
Garment	
Wooden Production	

2-3. Implementation system of NSTC

JAVADA 1 center in Tokyo

- Theory test and Practical Test
- Planning the Implementation of skill trade testing

PAVADA 47 center each province

- Implementation the theory test and practical test



3-1. NSTC Level classes

- Currently, some skills tests are classified into Advanced, Level 3, Level 2 or Level 1, while others are not classified and are instead categorized as non-classified grades. These test levels are described as follows:
- **Advanced**.....Level of skill that should normally be held by a **manager or supervisor**
- **Level 3 and Non-Classified Grade**.....Level of skill that should normally be held by a **senior-level skilled worker**
- **Level 2**.....Level of skill that should normally be held by **mid-level skilled worker**
- **Level 1**.....Level of skill that should normally be held by **starting-level skilled worker**

3-2. NTSTC Level classes

	2014			2015		
	No.App	No.Passed	Percentage %	No.App	No.Passed	Percentage %
Advanced Level	4,597	1,221	26.6	4,767	1,528	32.1
Level 3	84,147	32,353	38.4	85,051	32,686	38.4
Level 2	351,318	88,492	25.2	327,393	86,567	26.4
Level 1	239,461	118,856	49.6	226,065	115,120	50.9
Total	679,523	240,922	35.5	643,276	235,901	36.7

3-3. Certification of NTSTC

- A person who passed examination have Skill Master's Batch and Plate.
- Successful Candidate have the Privilege of qualification of other national examination or License
- Successful Candidate call as **“(High Skilled) Technician”**



4-1. Why NSTC popular among Japanese companies?

a. Management Side Idea....

- A) Company can be evaluated skilled workers fairly and appropriately
- B) It is effective way to make sure skilled worker's proficiency level, especially young workers



4-2. Why NSTC popular among Japanese companies?

b. Management Side Idea....

C) High skilled technician can be useful to improve product productivity and maintain quality

D) Company can get trust from customers, because technician prove high technology of the company



4-3. Why NSTC popular among Japanese companies?

a. Blue Worker Side Idea....



- A) Worker want to evaluate their skills and abilities fairly and appropriately
- B) Motivation come out and want to study more

4-4. Why NSTC popular among Japanese companies?

b. Blue Worker Side Idea....

- C) High Skilled Technician respect in the company and become good communication among white and Blue colors
- D) They expect to raise salary, bonus, and high position



NSTC Case 1

Company Owner

- a. Building sheet metal company
- b. Building Shrines and Temples
- c. 100% handmade and need skilled worker
- d. After seven years experience, worker must have Level 3.
- e. Company Provide/pay Job allowance to high skilled technician

Employee

- a. Very special work for cultural design
- b. All workers have NSTC level 3, everybody challenge to NSTC after 7 years
- c. Good opportunity to measure our skills
- d. Enjoy study attractive work



NSTC Case 2

Company Owner

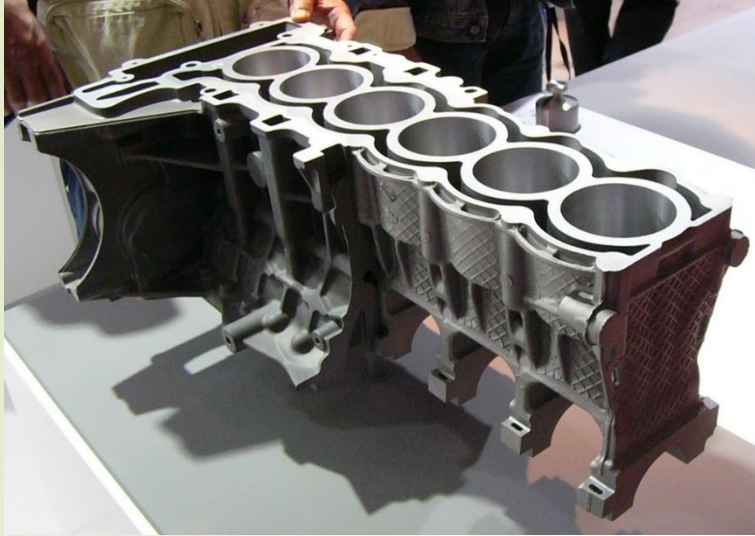
- a. Hydraulic machine manufacturing company
- b. NSTC is very important test for educate employee
- c. Company pay Exam fee and overtime fee for study/practice
- d. Successful person of NSTC, there are Awards ceremony and Incentive, but do not reflect on salary
- e. Because owner's policy that NSTC certificate is not for company but for employee

Employee

- a. Some of young technician have NSTC level 1 or 2 when they at high school age
- b. Many workers have several kind of NSTC such a Lathe operation, Milling machine, NC Lathe, Machining Center, Measurement, Machine inspection etc.,
- c. They want to work as the multipurpose worker
- d. Young age can try and error to acquire knowledge and experience, do not be afraid and never give up



NSTC Case 3



Company Owner

- Automotive and ship parts manufacturing company
- Owner build 'Dojo', Training Academy in order to level up skill for employee
- Many NSTC technician can get trust from customers
- Several female worker passed Level 3 for NSTC casting

Employee

- 300 employee medium company and located remote area that why we didn't know our skill level
- After NSTC, we challenged Skills Olympic competition, we understood big difference with Large companies. We continue to challenge Skills Olympic to skill up our technology
- 'Dojo' not trains high-tech. but basic practice, because high technology is based on the basic skills we believe

NSTC Sequence Control Work Level 1,2



NSTC Level 2 Testing Machine Setting



NSTC Level 1-2 Testing Trials Landscape

NSTC Sequence Control Work Level 1,2



NSTC Testing Trial for Practical Exam



NSTC Testing Trial for Department of test

Thanks for your attention !

**Welcome your question to the following
e-mail address or AHRDA**

ozaki.masato@friends.jica.go.jp

