

The Skills Evaluation System Promotion Program (SESPP) implements seminars and Skills Evaluation Trials (SETs), 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 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.

## □ Training Report

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

This financial year marks the final year of support under the SESPP project for Information Network Cabling in Cambodia.

Following on from the Competition Assignment Assessment and Marking Method Seminar held from September 23 (Mon) to 27 (Fri), 2024, further support was implemented through the dispatch of experts from Japan, from October 23 (Wed) to 24 (Thu), for the mock competition implemented for this job-trade during Cambodia's national skills competition.

The lecturers for the September training sessions were Mr. Yoshitaka Matsumoto (Polytechnic Center Kansai), and Mr. Yasuhiko Yokoyama (Kanden Co., Ltd.). In addition to seven participants, three competitors also took part, and instruction was given in a format in line with actual competition content along with the implementation of a mock competition, so that the mock competition in October could be conducted independently.

The expert, Mr. Matsumoto, offered comments such as, "Through the use of mock competitions, we provided technical instruction for the series of competition implementation tasks related to competition preparation, the competition itself, and evaluation, with the aim of establishing Information Network Cabling as a new job-trade for Cambodia's national skills competition. The evaluation techniques for each type of cabling can be said to have reached a level that allows appropriate evaluation. 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 fully satisfactory in relation to the amount of effort injected over the four-year period since support commenced in FY2021. For the real competition at the end of October, I hope that appropriate competition implementation is undertaken, and that it will be a success."

Support for the subsequent mock competition in October was conducted on a two-day schedule from October 23 (Wed) to 24 (Thu), with instruction and evaluation provided by Prof. Takuo Kikuchi (Polytechnic University (PTU)).

Three persons, who have participated in this training continuously, served as the expert, and three competitors, who took part in the September training sessions, took part in the competition.

The lecturer, Prof. Kikuchi, offered comments such as, "Through this support, participants have learnt about skills competition implementation methods, competition assignment and evaluation criteria creation methods, and evaluation methods, etc. A mock competition was implemented in this fiscal year to consolidate these achievements, and the implementation and content was truly wonderful. The skills level of competitors was also very high, and I believe that through continued training, these competitors can aim to win medals in the ASEAN Skills Competition, and I look forward to further diligence."



Mock competition implementation  
(September)



Mock competition implementation at the  
National Skills Competition



Instruction by expert (October)

## ■ Power Distribution and Control Panel Assembly Grade 3 Vocational Training Method (VTM), and Grade 2 Skills Assessor Training (SAT) in Laos

Power Distribution and Control Panel Assembly Grade 3 VTM, and Grade 2 SAT were implemented on November 2 (Saturday), and from November 4 (Mon) to 8 (Fri), 2024, at the Skills Development Institute (SDI) in Laos.

Mr. Yukio Hagiuda (Kowa Electric Industry Co., Ltd.) was the lecturer for these sessions, and there were nine participants, mainly from the SDI and the Vientiane Skill Development Center (VSDC).

VTM training is implemented to enable participants to learn methods for the creation of standard work sheet (work procedure manuals), improve skills through practice, overcome weaknesses, and to improve instructional abilities in relation to students and skilled workers. The lecturer performed practical demonstrations to provide instruction for Grade 3 “Assembly Method Training”, “Wiring Method Training”, “Checking Method Training”, and “Wiring Checking Method Training” assignments.

For subsequent SAT, lectures and practical skills instruction were implemented over a three-day period on topics such as, “Advance Training for Skills Assessors”, “Explanation of Practical Test Assignment Points by Grade”, and Grade 2 “Explanation of Practical Test Assignment”, “Explanation of Work Procedures”, “Explanation of Practical Test Implementation Guidelines”, “Explanation of Practical Test Marking Criteria”, “Explanation of Practical Test Marking Guidelines”, and “Practical Test Marking Method Training”.

The lecturer, Mr. Hagiuda, offered comments such as, “While assessor development is progressing well for this fiscal year’s training in Laos (with six Grade 3 assessors certified in FY2023), Grade 3 VTM was implemented in Laos for the first time as there seemed to be little improvement in skills and technical abilities regarding the creation of practical assignments. While there were limitations on tools and materials, etc. on site, efficient instruction was given using Training Within Industry – Job Instruction (TWI-JI) methods. Over the last three days, Grade 2 SAT was implemented for the first time, with training implemented on the points of difference with Grade 3. The training we were able to conduct this time was truly meaningful. The participants applied themselves in earnest and with great effort, to understand and learn Grade 3 VTM and Grade 2 SAT.”

The participants put forward their thoughts such as, “VTM training is extremely important for participants to understand important points on marking, efficient and effective assembly, and practical wiring work methods”, and “the skills and know-how passed on to us from the expert have been acquired through the expert’s long practical experience and instruction experience, and are very valuable.”



Practical skills instruction by expert



SAT lecture



Practical test marking exercise

## ■ Mechanical Inspection Grade 2 Skills Evaluation Trials (SET), and Skills Evaluation Method (SEM) in Vietnam

Mechanical Inspection Grade 2 SET and SEM were implemented from October 18 (Fri) to 22 (Tue), 2024, at the Dong Nai University. There were eleven assessors and thirteen examinees, of which one achieved an excellent pass grade. There were six SEM participants.

For SET, lectures on practical test implementation method and operational points to keep in mind were held on the first day, followed by SET preparation. SET was held on the second day, and marking work, exercises on practical test result table and test result table creation, were conducted on the third day. For SEM, “Explanations and Exercises Covering the Composition and Content of Questions for Planning Work Test, and Key Points for Solutions” was conducted, and after “Lecture and Explanations concerning Diagrammatic Questions”, and “Explanations of Theoretical Test Question Exercises and Solutions, and Explanation of Points to Keep in Mind when Creating Questions”, the actual implementation of “Theoretical Test Question Creation Exercises and Mutual Evaluation of Created Questions” was conducted.

The lecturer, Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat), offered comments such as, “This was the second Grade 2 SET, and I was able to determine that assessors were responding appropriately to examinees in terms of instruction and measurement of correct answer values, and confirm improvement in assessor ability”. “One examinee achieved a pass grade this time. Regarding the theoretical test, seven out of twelve had reached pass level. In addition, regarding Planning Work Test, while the level was quite high with eight out of thirteen achieving more than twenty points, only one achieved more than twenty points for production work test, etc. and many examinees had trouble measuring effective diameters of screws using three wires, working to determine the normal pitch of a spur gear by measuring base tangent length using a tooth thickness micrometer, and measuring height using a height gauge. I expect that more will achieve pass grades once they have become accustomed to the arrangement and measurement work in relation to these measurements.”



Lecture by expert



SET theoretical test



SET practical test

## ■ Power Distribution and Control Panel Assembly Grade 2 Skills Evaluation Trials (SET), and Skills Assessor Certification (SAC) in Cambodia

Power Distribution and Control Panel Assembly Grade 2 SET and SAC were implemented from December 9 (Mon) to 13 (Fri), 2024, at the Industrial Technical Institute (ITI) in Phnom Penh. This job-trade started in Cambodia in 2014, and following Grade 3 assessor certification in 2018, Grade 2 SAC, which marks full completion for this job-trade, was implemented this time around.

As the SET this time around was also the venue for SAC certification, implementation took the form of independent SET operation by the assessors.

There were eleven SAC candidate assessors, and all eleven admirably achieved assessor certification. There were four SET examinees, and while none achieved a pass grade, one did pass the practical test.

The lecturer, Mr. Yukio Hagiuda (Kowa Electric Industry Co., Ltd.), offered comments such as, “As an expert, I have taught everything in terms of training for the Power Distribution and Control Panel Assembly job-trade. At the end, I implemented final assessments while conducting interviews with all the candidates. Grade 2 SAC participants are the leaders of this job-trade in Cambodia, and are, I am certain, the persons responsible for implementation. I earnestly pray that they will create Cambodia’s standards and be the first among ASEAN to host a skills test in their own country.”





Lecture by expert



SET theoretical test



SET practical test

## ■ Collaboration Training Course in Japan – Skills Competitions Seminar (Skills Evaluation Systems Dissemination Seminar)

A collaboration training course was held in Japan from November 20 (Wednesday) – 28 (Thursday), 2024, with government officials involved in the skills evaluation systems in the countries for which these activities are intended, invited to take part. This time around, eight participants from five countries (Malaysia, the Philippines, Thailand, Cambodia, and Laos) attended the course.

The course was implemented with the aim of encouraging the building and enhancement of skills evaluation systems in the participants' respective countries once they had returned home, by providing opportunities to learn about skills competition operation methods, etc. by observing advanced examples and the operation of actual competitions in Japan.

The program consisted of a lecture on “An Overview of Public Vocational Training in Japan” (Mr. Tomohiro Uchino, Deputy Director for Overseas Cooperation Promotion, Overseas Cooperation Office, the MHLW), a lecture on “Overview and Role of Skills Tests and Skills Competitions in Japan” (Mr. Fumio Inagawa, (Technical Advisor, SESPP Secretariat), presentations concerning the skills evaluation systems (skills tests and skills competitions) in each participating country, a visit to the National Skills Competition held at the Aichi Sky Expo, a visit to vocational training facilities in Japan (Polytechnic Center Chiba and Polytechnic College Chiba), a lecture on implementation systems, etc. for skills competitions in Japan (the Japan Vocational Ability Development Association (JAVADA), and on the last day, the participants announced the action plans they intended to implement upon returning to their respective countries, based on the results gained from the course, to conclude the nine-day program.

The participants offered comments such as, “The sharing of skills evaluation systems between countries and the visit to the National Skills Competition in Aichi prefecture has left a lasting impression”, and “We will use what we have learned during this seminar to improve our own systems.”



Lecture by the MHLW



Visit to the National Skills Competition



Announcement of Action Plans

## 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](mailto:sespp@jtb.com)