

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 FY2024 in Laos, Indonesia, 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 January 17 (Friday) for Laos, February 5 (Wednesday) for Indonesia, February 21 (Friday) for Cambodia, and February 24 (Monday) for Vietnam, in order to grasp the needs of skilled workers in the target countries, verify PR techniques and the job-trades/grades involved, and grasp 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 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	January 17, 2025 (Friday) 9:00 – 11:30 (Laos time)
Participants	Skills Development Institute (SDI), Vientiane Skill Development Center (VSDC), MHLW, Embassy of Japan in Laos, Japanese Chamber of Commerce and Industry, Lao PDR, SESPP Secretariat
No. of participants	17
Content of training implemented in this fiscal year	<p>Skills Test</p> <ul style="list-style-type: none"> • Power Distribution and Control Panel Assembly (PDCPA) Grade 3 Vocational Training Method (VTM), Grade 2 Skills Assessor Training (SAT) • Mechanical Inspection Grade 3 SAT, Skills Evaluation Trial (SET) <p>Other</p> <ul style="list-style-type: none"> • Collaboration Training Course (CTC) in Japan Skills Evaluation System Dissemination Seminar (SED)
Content of proposals related to job-trades for the next fiscal year	<p>Skills Test</p> <ul style="list-style-type: none"> • Target: Establishment of national skills assessment systems for job-trades with SESPP cooperation • Activities: Follow-up of FY2024 program (SET) <p>Proposed job-trades: PDCPA Grade 2 SET, Mechanical Inspection Grade 3 SET</p>
Exchanges of opinions on future approaches	<ul style="list-style-type: none"> • Medium/long-term support is requested. (SDI) ⇒ As Japan's national budgets are single-year projects, they are difficult to affirm, but as the completion time for one job-trade is about four years, we would like to proceed with projects while sharing medium term plans. (MHLW) • The dispatch of participants becomes difficult for December through January, as this coincides with the year-end and New Year in Laos, so we would like this period to be excluded from training implementation. (SDI) ⇒ While project commencement will begin after April as Japan's fiscal year begins in April, we will consult our experts with the aim of setting training implementation timing that takes the wishes of the Laos side into consideration. (MHLW)



Laos Public-Private Joint Committee



Indonesia Public-Private Joint Committee



Cambodia Public-Private Joint Committee



Vietnam Public-Private Joint Committee

■ Indonesia

Date/Time Participants	February 5, 2025 (Wednesday) 9:30 – 12:00 (Indonesia time) (Badan Nasional Sertifikasi Profesi (Indonesian Professional Certification Authority) (BNSP), Lembaga Sertifikasi Profesi-Logam dan Mesin Indonesia (Professional Certification Body – Metal and Machinery Indonesia) (LSP-LMI), Indonesia Mold & Dies Industry Association (IMDIA), Embassy of Japan in Indonesia, MHLW, the SESPP Secretariat, and other stakeholders)
No. of participants	28
Content of training implemented in this fiscal year	Skills Test • Mechanical Drawing (CAD Work) Grade 2 Skills Assessor Training (SAT), Skills Evaluation Trial (SET)
Content of proposals related to job-trades for the next fiscal year	Skills Test • Targets: Skilled worker development and abilities improvement by building skills evaluation systems (skills competitions, skills tests). • Activities: Follow-up of programs implemented up to FY2024 (SAT, SET), approaches to new job-trades Proposed job-trades: Follow-up of programs implemented up to FY2024 (Surface Grinding Machine Grade 2 SAT/SET), approaches to new job-trades
Exchanges of opinions on future approaches	<ul style="list-style-type: none"> • We would like to implement job-trades that are much closer to actual work on-site, such as 5-axis machining center, mechatronics, and CAD/CAM, etc. (IMDIA) • With support from SESPP, Mechanical Drawing (CAD Work) has been implemented since FY2019, and over the 6 years from FY2019 to FY2024, there have been 90 Grade 3 examinees of which 43 achieved pass grades (pass rate 48%), and 24 Grade 2 examinees, of which 13 achieved pass grades (pass rate 54%). • We would like approval for job-trades developed and implemented based on Japan's structures to be certified as Japanese implementation organization qualifications. (BNSP)

■ Cambodia

Date/Time Participants	February 21, 2025 (Friday) 9:00 – 12:00 (Cambodia time) Ministry of Labour and Vocational Training (MoLVT), MHLW, Embassy of Japan in Cambodia, NPIC, NTTI, PPI, ITI, SESPP Secretariat
No. of participants	23
Content of training implemented in this fiscal year	Skills Competition Seminar • Information Network Cabling (INC) Skills Test • PDCPA Grade 2 SET, Skills Assessor Certification (SAC) • Electrical System Maintenance Grade 2 SET, SAC • Mechanical Inspection Grade 3 SET, SAC Other • CTC in Japan (SED)
Content of proposals related to job-trades for the next fiscal year	Skills Competition • Targets: Learning competition assignment creation, scoring/evaluation methods, and management for the implementation of skills competitions. • Activities: Seminars by Japanese experts, Training for experts of skills competition, support for the implementation of national skills competition, Skills competition seminar (INC) Skills Test • Targets: Establishment of national skills assessment systems, accreditation of assessment centres for job-trades with SESPP cooperation • Activities: Follow-up of FY2024 program (SET) Proposed job-trades: Follow-up of FY2024 program (Mechanical Inspection Grade 2 SEM (or SAT)/SET), new job-trade (Machining) Cooperation towards the establishment of Cambodia's national skills assessment systems
Exchanges of opinions on future approaches	<ul style="list-style-type: none"> • In the skills competition seminar, a mock competition of INC was implemented in Cambodia's national skills competition. As for 3 job-trades of the skills test, SACs were conducted and certified assessors have been created for each job –trade. With these, we have finally achieved all goals. (SESPP Secretariat) • As many skilled workers working on-site in Cambodia do not have qualifications, we will submit demands to the Cambodian government for the creation of opportunities for such workers to undergo skills evaluations. (NTTI)

■ Vietnam

Date/Time Participants	February 24, 2025 (Monday) 9:30 – 12:00 (Vietnam time) Saigon Hi-Tech Park Training Center (SHTP-TC), MHLW, Companies (Japanese, local), participants for trainings, successful examinees of SET, SESPP Secretariat
No. of participants	39
Content of training implemented in this fiscal year	Skills Test ◀South (Ho Chi Minh)▶ • Mechanical Inspection Grade 2 Skills Evaluation Method SEM, SET • Sequence Control Grade 2 SEM, SET
Content of proposals related to job-trades for the next fiscal year	Skills Test • Target: Establishment of in-house and industry tests for job-trades with SESPP cooperation • Activities: Follow-up of FY2024 program (Seminars, SET, SAC) Proposed job-trades: Mechanical Inspection Grade 2 SET/SAC, Sequence Control Grade 2 SET/SAC 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	<ul style="list-style-type: none"> • Many companies have dispatched examinees to SETs, and we would like the successful examinees to also provide instruction when each company conducts employee education activities. (SHTP-TC) • While we have heard that manufacturing sites (production plants) are introducing Bluetooth type digital technologies for Mechanical Inspection, with Japan's skills tests, the objective is to encourage workers to learn the basic measurement methods for Mechanical Inspection, so digital technologies have not been introduced at this time. (MHLW) • As far as SHTP-TC is concerned, we would like them to cooperate with the FY2025 SESPP project. In addition to the ongoing Mechanical Inspection Grade 2 and Sequence Control Grade 2, we would also like to newly implement the proposed Mechanical Drawing CAD Work. (SHTP-TC)

□ Training Report

■ Sequence Control Grade 2 Skills Evaluation Method (SEM) and Skills Evaluation Trial (SET) in Vietnam

Sequence Control Grade 2 SEM and SET were held from December 23 (Mon) to 27 (Fri), 2024, at the Nguyen Tat Thanh University (NTTU).

There were 6 SEM participants, 6 SET assessors, and 9 examinees, of which 3 achieved pass grades.

Firstly, for SEM, we conducted training sessions covering overviews, composition, and creation methods, etc. of theoretical test questions, practical test questions (planning work test questions and production work test questions), based on standard and details. On top of this, following training related to safety concepts, participants checked operational points to keep in mind for practical tests, and also learned about preparations for the venue. For SET, theoretical tests, planning work test, and production work test were implemented on the 4th day, and training was concluded on the 5th day with a focus on scoring and the creation of test results tables.

Favorable reviews were given by Mr. Masahiko Yasuhara (Specially Appointed Associate Professor, Polytechnic University), stating, "The participants engaged in earnest, were able to act with a full understanding of their own roles, and I believe all were able to implement SET smoothly without any problems. Responses to problems occurring during SET and emergency stops when abnormalities were detected during movement checks on created assignments, etc. have convinced me that levels of awareness concerning safety have risen. I hope that those who are subject to assessment will undergo assessor certification, and fulfil greater roles in the further development of Vietnam", and Mr. Masafumi Seino (Specially Appointed Associate Professor, Polytechnic University), stating, "Preparations were completed as per our prior discussions for venue set-up, etc. and we were able to implement training in an appropriate environment. Furthermore, the 3 co-operators, who had already qualified as certified assessors, used their foresight to give advice to assessors, to facilitate smooth proceedings."

Even in Japan, the pass rate for Grade 2 skills tests is about 29%, so 3 examinees achieving passes this time around indicates that the level of skilled workers in Vietnam is high, and is a delightful result.



Lecture by expert



SET (theoretical test)



SET (practical test)

☐ Achievements related to Skills Tests/Skills Competitions in Cambodia

With the SESPP project in Cambodia, support in the field of skills tests commenced in FY2015, and up to this fiscal year, training programs have been concluded for Sequence Control Grade 2, Power Distribution and Control Panel Assembly Grade 3/Grade 2, Electrical System Maintenance Grade3/Grade 2, and Mechanical Inspection Grade 3.

For each job-trade and grade, assessors have been created through certification by experts dispatched via the SESPP. With the successful development of human resources capable of conducting skills tests for SESPP supported job-trades in Cambodia, we are now anticipating the establishment of national skills assessment systems, the accreditation of assessment centres, and furthermore, the implementation of national skills tests, for the above job-trades, by the Cambodian Government.

The numbers of certified assessors created for each job-trade and persons who have passed SETs are given below.

Job-trade	Grade	No. of certified assessors	No. of persons who have passed SETs
Sequence Control	3	-	3
	2	7	-
Power Distribution and Control Panel Assembly	3	5	1
	2	11	1
Electrical System Maintenance	3	7	5
	2	6	2
Mechanical Inspection	3	11	9

Seminars for skills competitions commenced in FY2021 with the Information Network Cabling job-trade, and to date, we have implemented 1 online training session, 4 on-site training sessions, and 2 training sessions in Japan, and developed human resources to manage competitions. Ultimately, we concluded support for this project with the provision of guidance for the mock competition for this job-trade, implemented during the national skills competition held in Cambodia in October 2024.

According to the Cambodian government, the targets are to participate in “WorldSkills ASEAN Manila 2025”, which will be held in August, 2025, and to “formally include this job-trade in Cambodia’s national skills competitions”, etc. We look forward to the further development of skills for this job-trade in Cambodia, and its establishment in skills competitions.



Mechanical Inspection
Grade 3



Electrical System Maintenance
Grade 2



Information Network Cabling
Mock competition award winners

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