

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 FY2024 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, cooperating institutions, 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; Laos on May 23 (Thursday), Indonesia on June 7 (Friday), Vietnam on June 18 (Tuesday), and Cambodia on July 31 (Wednesday). While the conference for Indonesia was implemented online, face-to-face sessions were held on-site in Laos, Vietnam, and Cambodia, 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 fiscal 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 Nguyen Tat Thanh University (NTTU) and Dong Nai University (DNU) in the south, and assessors nurtured in the past, the program will be advanced as industry certification.

#### Skills Test

- Mechanical Inspection Grade 2 Skills Evaluation Method (SEM) and Skills Evaluation Trial (SET)
- Sequence Control Grade 2 SEM and SET

### [Cambodia]

#### Skills Test

- SETs and Skills Assessors Certification (SAC) will be implemented for three job-trades (Electrical System Maintenance Grade 2, Power Distribution and Control Panel Assembly (PDCPA) Grade 2, and Mechanical Inspection Grade 3), along with the implementation of approaches towards the creation of certified assessors.

#### Skills Competitions

- Support for the Information Network Cabling job-trade, implemented since 2021, will be implemented as support marking the year of full completion for this job-trade, 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 mock competition in the national skills competition to be held this year.

### [Indonesia]

#### Skills Test

- Skills Assessor Training (SAT) and SET will be conducted for Mechanical Drawing (CAD work) Grade 2. Although four certified assessors were created in FY2022 for this job-trade, we will aim to reinforce implementation structures by increasing numbers of certified assessors to enable independent and continuous implementation.

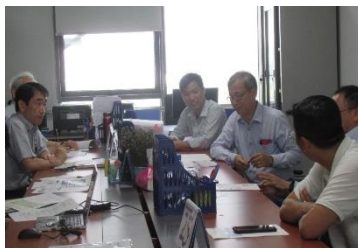
### [Laos]

#### Skills Test

- Vocational Training Method (VTM) Grade 3 and SAT Grade 2 will be conducted for PDCPA. (VTM will be implemented with the aim of improving the instructional abilities of assessors so that Grade 3 examinees can attain pass levels.)
- SAT and SET will be implemented for Mechanical Inspection Grade 3.



ACM (Laos)



ACM (Vietnam)



ACM (Cambodia)

## □ Record of visits to related parties in the target countries

When we visited each country for the Annual Consultation Meetings (ACM), 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. Following on from the previous fiscal year, we visited various institutions and companies, and shared information.

### [Vietnam: Nguyen Tat Thanh University (NTTU) ]

We visited the NTTU, which is cooperating with the project by serving as the Sequence Control Grade 2 training implementation venue, and discussed cooperation structures for this project and toured the research facilities of this university.

We learned that the university serves a dual role as an educational institute for students and as a research and development institution, with the focus mainly on cutting edge research and development for AI, IoT, bio fuels, and green energy, etc.

We also learned that while the construction of NTTU facilities was mainly funded through the national budget, the university operates self-sufficiently through funding from cooperative research in collaboration with companies and school fees paid by students, rather than through government funds.



NTTU research facilities

### [Vietnam: Die cast related Japanese company]

We visited PEGASUS-SHIMAMOTO AUTO PARTS Vietnam, located in the Long Duc Industrial Park in the Dong Nai Province to the east of Ho Chi Minh City, and exchanged opinions concerning the possibility of implementing die-cast job-trade training in relation to this project.

This company manufactures automotive parts, and would like to have die-cast related skills tests implemented. Furthermore, there are five other companies within the same industrial estate that manufacture aluminium die-cast parts, and these have also indicated a desire to cooperate and implement training for die-cast job-trade skills tests.

A major Japanese die-cast machine manufacturing company also operate sales offices in Vietnam, and if we can secure the cooperation of companies such as this, implementation in the form of industry certification can also be considered, and we can anticipate a new form of support in Vietnam.

In addition, we received opinions from a representative of this company to the effect that a qualification system such as skills tests would offer merits for both recruitment/human resource companies and the skilled workers who will undertake the actual work, and we re-affirmed the importance of transferring Japanese style skills evaluation systems.

Other than these, we visited the JICA offices, JETRO offices, Japanese Chambers of Commerce and Industry, and companies that dispatched workers as examinees for past SETs in each country, and exchanged opinions concerning the outline and implementation plans for the project, and the status of human resource development in the manufacturing industries of each country.

## □ FY2024 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. SETs will involve training for assessors and the implementation of simulated skills tests with workers and students as examinees.

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

Seminar/Trial	Implementation Period	Implementation Location
<p><b>■ Vietnam</b></p> <ul style="list-style-type: none"> <li>• Mechanical Inspection Grade 2 SEM/SET</li> <li>• Sequence Control Grade 2 SEM/SET</li> </ul>	<p>Oct 18 (Fri) – 22 (Tue) Dec 23 (Mon) – 27 (Fri)</p>	<p>Dong Nai University (DNU) Nguyen Tat Thanh University (NTTU)</p>
<p><b>■ Cambodia</b></p> <ul style="list-style-type: none"> <li>• PDCPA Grade 2 SET/SAC</li> <li>• Electrical System Maintenance Grade 2 SET/SAC</li> <li>• Mechanical Inspection Grade 3 SET/SAC</li> <li>• Information Network Cabling AMM</li> <li>• Information Network Cabling (mock competition in the national skills competition)</li> </ul>	<p>Dec 9 (Mon) – 13 (Fri) Feb 3 (Mon) – 7 (Fri) Feb 17 (Mon) – 20 (Thu) Sep 23 (Mon) – 27 (Fri) Oct 23 (Wed) – 24 (Thu)</p>	<p>Industrial Technical Institute (ITI) National Technical Training Institute (NTTI) National Polytechnic Institute of Cambodia (NPIC) National Polytechnic Institute of Cambodia (NPIC) TVET-PARK</p>
<p><b>■ Indonesia</b></p> <ul style="list-style-type: none"> <li>• Mechanical Drawing (CAD work) Grade 2 SAT/SET</li> </ul>	<p>Jan 20 (Mon) – 24 (Fri)</p>	<p>Matsushita Gobel Foundation (YMG) High-tech Mold and Dies Center (HTMC)</p>
<p><b>■ Laos</b></p> <ul style="list-style-type: none"> <li>• Mechanical Inspection Grade 3 SAT</li> <li>• PDCPA Grade 3 VTM, Grade 2 SAT</li> <li>• Mechanical Inspection Grade 3 SET</li> </ul>	<p>Sep 23 (Mon) – 27 (Fri) Nov 2 (Sat), Nov 4 (Mon) – 8 (Fri) Jan 13 (Mon) – 16 (Thu)</p>	<p>Skills Development Institute (SDI) Skills Development Institute (SDI) 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.

**VTM:** Vocational Training Method  
Training sessions involve learning how to create standard operating procedures (operational manuals) and improving skills through practice.

**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 PDCPA/Practical)



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

## ■ Implementation status of skills assessment in Japan in FY2023

In FY2023, 809,672 examinees took the tests, of which 356,162 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 8,721,187. In FY2023, compared to FY2022, the number of test applicants and the number of persons achieving pass grades decreased by 6.9% and 1.0% respectively.

Looking at FY2023 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, Scaffolding, Machining, and IP Management.

### ◆ Implementation status by grade

Grade (Skills and knowledge required to pass skills assessment)	Number of test applicants (FY2022 comparison)	Number of successful examinees (FY2022 comparison)	Pass rate (FY2022 comparison)
Special Grade (Skills/knowledge required by managers or supervisors)	4,328人 (-2.2%)	1,373人 (-3.2%)	31.7% (32.1%)
Grade 1 (Skills/knowledge required by senior level skilled workers)	81,569人 (-12.7%)	26,372人 (-18.5%)	32.3% (34.7%)
Grade 2 (Skills/knowledge required by mid-level skilled workers)	303,003人 (-11.6%)	88,017人 (-11.2%)	29.0% (28.9%)
Grade 3 (Skills/knowledge required by junior-level skilled workers)	282,134人 (-7.6%)	154,324人 (-5.4%)	54.7% (53.4%)
Non-classified Grade (Job-trades not classified by grade, with skills/knowledge equivalent to Grade 1)	2,941人 (+16.7%)	1,663人 (+29.5%)	56.5% (51.0%)
Total	673,975人	271,749人	—

\*In addition to the above, there are assessments for technical intern trainees from overseas (Basic Grade, Occasional Grade 3, and Occasional Grade2). In FY2023, there were 135,697 examinees, with 84,413 achieving passes.

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

Job-trade	Number of test applicants	FY2019 comparison	Number of successful examinees	FY2019 comparison
Financial Planning	472,050	-12.6%	169,849	-11.7%
Mechanical Maintenance	32,427	-0.8%	15,160	+10.9%
Scaffolding	18,942	+7.1%	11,142	+32.4%
Machining	18,439	-3.2%	10,965	+6.2%
IP Management	17,549	+4.2%	8,601	+5.3%

(Reference) Ministry of Health, Labour and Welfare press release material [https://www.mhlw.go.jp/stf/newpage\\_41729.html](https://www.mhlw.go.jp/stf/newpage_41729.html)

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