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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.

❒ Annual Consultation Meetings (ACM) concerning FY2026 Implementation Plans were held in the 4 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, meetings 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; Vietnam on May 26 (Tue.), Cambodia on June 2 (Tue.), Indonesia on June 23 (Tue.), and Laos on June 29 (Mon.). For this fiscal year, conferences for all 4 supported countries were implemented as face-to-face sessions held on-site, and participants were able to engage in vigorous exchanges of opinions.

The meetings covered job-trades/grades for which training/seminars and trials will be conducted, participants, 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 circumstances up to the last fiscal year, in Vietnam, internal government procedures are required for ODA program approval in accordance with the new Cabinet Order No.114, and as procedures have become complex, and long periods are required for approvals to be issued, program implementation via the Vietnamese government is difficult. Consequently, with the cooperation of the Nguyen Tat Thanh University (NTTU), Dong Nai University and the Eastern International University in the south, and certified assessors nurtured in the past, the program will be advanced as industry certification.
- The second Skills Evaluation Trial (SET) will be implemented for Mechanical Drawing CAD Work Grade 3.
- Skills Evaluation Trial (SET) and Skills Assessor Certification (SAC) will be implemented for Sequence Control Grade 2, with the aim of achieving goals.

[Cambodia]

- Vocational Training Method (VTM) Training for Information Network Cabling will be conducted with the aim of improving the instructional abilities of the participants themselves through the creation of work procedure manuals.
- The first SET will be conducted for Mechanical Inspection Grade 2.

[Indonesia]

- The second SET will be implemented for Surface Grinding Work Grade 2.
- Metal Press Grade 2 will commence as of this fiscal year following requests from the Indonesia side, and Skills Assessor Training (SAT) and SET will be implemented.



ACM (Vietnam)



ACM (Cambodia)



ACM (Indonesia)

[Laos]

- SET and SAC will be implemented for Mechanical Inspection Grade 3with the aim of creating certified assessors.
- Skills Evaluation Method (SEM) and the second SET will be conducted for Power Distribution and Control Panel Assembly Grade 2.
- Following requests from the Laos government, Plastering Grade 3 will commence as of this fiscal year along with the implementation of SAT.



ACM (Laos)

❒ FY2026 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.
SET will involve training for assessors and the implementation of mock 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 equipment/materials, etc. Consequently, please understand that there may be cases where we are unable to accommodate your requests.

Seminar/Trial	Implementation Period	Implementation Location
■ Vietnam		
・Mechanical Drawing CAD Work Grade 3 SET	Oct 22 (Thu) – 26 (Mon)	Eastern International University (EIU)
・Sequence Control Grade 2 SET/SAC	Jan 15 (Fri) – 19 (Tue)	Nguyen Tat Thanh University (NTTU)
■ Cambodia		
・Information Network Cabling VTM	Aug 24 (Mon) – 28 (Fri)	National Polytechnic Institute of Cambodia (NPIC)
・Mechanical Inspection Grade 2 SET	Nov 30 (Mon) – Dec 3 (Thu)	National Polytechnic Institute of Cambodia (NPIC)
■ Indonesia		
・Metal Press Grade 2 SAT/SET	Nov 9 (Mon) – 13 (Fri)	Matsushita Gobel Foundation High-tech Mold and Dies Centre (YMG/HTMC)
・Surface Grinding Work Grade 2 SET	Dec 14 (Mon) – 18 (Fri)	Matsushita Gobel Foundation High-tech Mold and Dies Centre (YMG/HTMC)
■ Laos		
・Mechanical Inspection Grade 3 SET/SAC	Sep 14 (Mon) – 18 (Fri)	Skills Development Institute (SDI)
・Power Distribution and Control Panel Assembly Grade 2 SEM/SET	Nov 9 (Mon) – 13 (Fri)	Skills Development Institute (SDI)
・Plastering Grade 3 SAT	Feb 22 (Mon) – 26 (Fri)	Skills Development Institute (SDI)

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 guidelines for practical tests, and implementation guidelines.
VTM: Vocational Training Method
Sessions to learn standard worksheet (work procedure manual) creation methods, improve skills through practice, and overcome weaknesses.
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.

❒ Training Report

■ Vocational Training Method in Cambodia (Information Network Cabling)

Up to the last fiscal year, we have consistently built upon support for the Information Network Cabling job-trade in Cambodia in the form of skills competition seminars. While the goal for this job-trade have been achieved, in the national skills competition scheduled to be held in October of this year in Cambodia, this job-trade will be implemented as a formal skill for the first time, and following requests from the Cambodia government, we have determined to implement VTM with the aim of further improving the operation capabilities and instructional abilities of the experts.

Following on from the previous fiscal year, the lecturer for this seminar was Mr. Yoshitaka Matsumoto (Polytechnic Centre Kansai).

VTM was implemented over a 5-day period from August 24 (Mon.) to 28 (Fri.) at NPIC. This project was attended by 8 participants who were subject to instruction under the project (NPIC, National Technical Training Institute (NTTI), Preah Kossomak Polytechnic Institute (PPI)), and 3 competitors (students) from each of the training institutes, and the sessions were implemented under the observation of government representatives from the Ministry of Labour and Vocational Training, Department of Standards and Curriculum (MLVT/DSC).

The expert, Mr. Matsumoto, offered comments such as, “For the first attempt, the results achieved at the “WorldSkills ASEAN Manila 2025” hosted in the Philippines in late August 2025, were better than anticipated. Meanwhile, in order to continue to improve technical skills into the future, the preparation of a mechanism that will ensure the passing on of knowledge and skills cultivated to date, even after a change in instructors and competitors, will be important. For on-site training this time around, we provided technical instruction on optical fiber trouble shooting techniques using an Optical Time-Domain Reflectometer (OTDR) and the creation of work procedure manuals. For OTDR training, in addition to lectures covering measurement principles, various settings, and waveform analyses, etc. we conducted practice sessions for the acquisition of practical measurement skills, and worked together with participants to create practical educational materials that can be utilized continually on-site. Furthermore, we created work procedure manuals that organized work related points based on actual competition modules and assessment results.

Through these approaches, we prevented dependency on individuals for instructional content, and successfully prepared a foundation for the implementation of independent and continuous training at each institute.”

Participants put forwards their opinions such as, “I would like more support for parts and materials such as metals and optic cables, etc. I would like the training period to be extended. I would like to ask for support for other job-trades too (desired job-trades: Electrical Drawing, Pneumatic Device Assembly, Sequence Control, Information Network Cabling, and Plumbing.”

For this job-trade, we have provided support in the form of 1 online training session in FY2021 as the skills competition seminar (FY2021), 6 on-site training sessions (FY2022 – 2025), and 2 training sessions held as the Collaboration Training Course in Japan (FY2022 – 2023).

We expect the participants to implement and operate activities for this job-trade independently in the future, and that this job-trade will become firmly established in Cambodia.



Lecturer providing instruction



Participants engaging in a module



Lecturer providing instruction

In total, 9 seminars and trials are scheduled for this fiscal year; 2 in Vietnam, 2 in Cambodia, 2 in Indonesia, and 3 in Laos. We will provide reports on the trainings, and achievements, etc. through this newsletter.

■ Implementation status of skills assessment in Japan in FY2025

In FY2025, there were 667, 393 test applicants, of which 326,045 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 9,372,792. Compared to FY2024 (Reiwa 6), in FY2025, the number of test applicants decreased by 7.3%, while the number of persons achieving pass grades increased by 0.1%.
Looking at FY2025 by grade shows that Grade 3 attracted the most test applicants. When looking at numbers by job-trades, the job-trade that attracted the most test applicants was Financial Planning, followed by Mechanical Maintenance, Scaffolding, IP Management, and Machining.

◆Implementation status by grade

Grade (Skills and knowledge required to pass skills assessment)	Number of test applicants (FY2024 comparison)	Number of successful examinees (FY2024 comparison)	Pass rate (FY2024)
Special Grade (Skills/knowledge required by managers or supervisors)	3,744 (-13.8%)	1,299 (-21.9%)	34.7% (38.3%)
Grade 1 (Skills/knowledge required by senior level skilled workers)	76,744 (-3.3%)	26,970 (+3.0%)	35.1% (33.0%)
Grade 2 (Skills/knowledge required by mid-level skilled workers)	194,378 (-28.6%)	70,512 (-16.5%)	36.3% (31.0%)
Grade 3 (Skills/knowledge required by junior-level skilled workers)	219.186 (+9.3%)	132,191 (+11.5%)	60.3% (59.1%)
Non-classified Grade (Job-trades not classified by grade, with skills/knowledge equivalent to Grade 1)	3,004 (+29.9%)	1,558 (+27.6%)	51.9% (52.8%)
Total	497,056	232,530	—

* In addition to the above, there are assessments for technical intern trainees from overseas (Basic Grade, Occasional Grade 3, and Occasional Grade2). In FY2025, there were 170,337 test applicants, with 93,515 achieving passes.

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

Job-trade	Number of test applicants	FY2024 comparison	Number of successful examinees	FY2024 comparison
Financial Planning	297,016	-16.9%	129,669	-2.1%
Mechanical Maintenance	31,534	-2.4%	16,363	+16.1%
Scaffolding	25,315	+8.2%	14,279	+2.0%
IP Management	20,030	+4.0%	9,403	+11.0%
Machining	18,427	-1.9%	10,155	-2.5%

(Reference) Ministry of Health, Labour and Welfare press release material https://www.mhlw.go.jp/stf/newpage_75458.html

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