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Ministry of Health, Labour and Welfare

J-Skills News

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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 FY2025 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; Cambodia on May 19 (Mon.), Laos on June 9 (Mon.), Indonesia on June 24 (Tue.), and Vietnam on June 30 (Mon.). While the conference for Indonesia was implemented online, face-to-face sessions were held on-site in Cambodia, Laos, and Vietnam, 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 previous 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.

Skills Test

- Skills Evaluation Trial (SET) and Skills Assessor Certification (SAC) will be conducted for Mechanical Inspection Grade 2, with the aim of achieving the goal for this job-trade.
- Mechanical Drawing CAD Work Grade 3 will commence from this fiscal year, with the implementation of Skills Assessor Training (SAT) and Skills Evaluation Trial (SET).
- SET will be implemented for Sequence Control Grade 2, with the aim of achieving the goal in the next fiscal year.

[Cambodia]

Skills Competition

- Following news that Cambodia will dispatch their first Information Network Cabling job-trade competitor to WorldSkills ASEAN Manila 2025, which will be held in August of this fiscal year, Assessment and Marking Method (AMM) Seminar for this job-trade will be implemented with the aim of further improving the operation capabilities and instructional abilities of the experts.

Skills Test

- Skills Evaluation Method (SEM) and SAT will be conducted for Mechanical Inspection Grade 2, and approaches towards the creation of certified assessors.

[Indonesia]

Skills Test

- Surface Grinding Work Grade 2 will commence as of this fiscal year, and SAT and SET will be implemented.

[Laos]

Skills Test

- SET will be conducted for Power Distribution and Control Panel Assembly Grade 2.
- SET will be implemented for Mechanical Inspection Grade 3.

ACM (Cambodia)

ACM (Laos)

ACM (Vietnam)

❒ FY2025 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 Inspection Grade 2 SET/SAC	Sep 19 (Fri) – 22 (Mon)	Dong Nai University
・Mechanical Drawing CAD Work Grade 3 SAT/SET	Oct 6 (Mon) – 10 (Fri)	Eastern International University (EIU)
・Sequence Control Grade 2 SET	Jan 19 (Mon) – 23 (Fri)	Nguyen Tat Thanh University (NTTU)
■ Cambodia		
・Information Network Cabling AMM	Jul 14 (Mon) – 17 (Thu)	National Polytechnic Institute of Cambodia (NPIC)
・Mechanical Inspection Grade 2 SEM	Dec 15 (Mon) – 19 (Fri)	National Polytechnic Institute of Cambodia (NPIC)
・Mechanical Inspection Grade 2 SAT	Feb 2 (Mon) – 6 (Fri)	National Polytechnic Institute of Cambodia (NPIC)
■ Indonesia		
・Surface Grinding Work Grade 2 SAT/SET	Jan 5 (Mon) – 9 (Fri)	Matsushita Gobel Foundation High-tech Mold and Dies Centre (YMG/HTMC)
■ Laos		
・Power Distribution and Control Panel Assembly Grade 2 SET	Oct 20 (Mon) – 24 (Fri)	Skills Development Institute (SDI)
・Mechanical Inspection Grade 3 SET	Nov 3 (Mon) – 6 (Thu)	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.
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.

❒ Training Report

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

For Information Network Cabling in Cambodia, a mock competition was implemented in Cambodia's FY2024 national skills competition, marking the achievement of the goal for this project. However, Cambodia will be dispatching their first Information Network Cabling job-trade competitor to WorldSkills ASEAN Manila 2025, and in response to a request from the Cambodian government, we decided to implement the Assessment and Marking Method Seminar (AMM) for this job-trade 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).

The AMM was implemented over a 4-day period from July 14 (Mon.) to 17 (Thu.) at the National Polytechnic Institute of Cambodia (NPIC). The participants were comprised of 7 experts who provide instruction under this project, and 3 competitors (students), of which one will be participating in WorldSkills ASEAN Manila 2025.

The expert, Mr. Matsumoto, offered comments such as, "Cambodia will participate in the 'Information Network Cabling' job-trade event for the first time at the ASEAN competition in August this year. Consequently, as there are a number of modules that are not implemented in Cambodia's national skills competitions, technical instruction concerning modules that have yet to be introduced was given to instructors from 3 training institutes and representative competitor through this training. Specifically, technical instruction was given for the new introduction of Speed test on optical fiber, Smart office/home application, installation of dome-type closure in the module of Optical fiber cabling system, and installation of 110 panels in the module of LAN of M2. Furthermore, we developed the modules tailored to Cambodia's circumstances, supplied materials, provided technical instruction, and established marking methods in order to enable the 2 newly introduced modules mentioned above to be held in future Cambodian national skills competitions. The acquisition of skills requires repetitive practice, and I look forward to future self-improvement on the Cambodia side.

I hope for even greater improvement in technical ability in Cambodia, and the establishment and dissemination of this technology."

Participants put forward their opinions such as, "I would like SAT for this job-trade to be implemented (skills test for Information Network Cabling)", and "I would like to learn more about other skills related to this job-trade", etc.

In WorldSkills ASEAN Manila 2025, which commenced on August 26, Cambodia achieved a fifth place finish.

We look forward to establishment and skills improvement for this job-trade in Cambodia.

Lecture given by the lecturer

Representative competitor engaging in competition assignments

Representative competitor engaging in competition assignments

In total, 9 training sessions are scheduled for this fiscal year; 3 in Vietnam, 3 in Cambodia, 1 in Indonesia, and 2 in Laos. We will provide reports on the status of training, and achievements, etc. through this newsletter.

■Implementation status of skills assessment in Japan in FY2024

In FY2024, there were 720,130 test applicants, of which 325,560 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 9,046,747. Compared to FY2023 (Reiwa 5), the number of test applicants and the number of persons achieving pass grades in FY2024 decreased by 11.1% and 8.6% respectively.
Looking at FY2024 by grade shows that Grade 2 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 (FY2023 comparison)	Number of successful examinees (FY2023 comparison)	Pass rate (FY2023 comparison)
Special Grade (Skills/knowledge required by managers or supervisors)	4,341 (+0.3%)	1,663 (+21.1%)	38.3% (31.7%)
Grade 1 (Skills/knowledge required by senior level skilled workers)	79,346 (-2.7%)	26,188 (-0.7%)	33.0% (32.3%)
Grade 2 (Skills/knowledge required by mid-level skilled workers)	272,141 (-10.2%)	84,483 (-4.0%)	31.0% (29.0%)
Grade 3 (Skills/knowledge required by junior-level skilled workers)	200,570 (-28.9%)	118,543 (-23.2%)	59.1% (54.7%)
Non-classified Grade (Job-trades not classified by grade, with skills/knowledge equivalent to Grade 1)	2,313 (-21.4%)	1,221 (-26.6%)	52.8% (56.5%)
Total	558,711	232,098	—

*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 161,419 test applicants, with 93,462 achieving passes.

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

Job-trade	Number of test applicants	FY2023 comparison	Number of successful examinees	FY2023 comparison
Financial Planning	357,315	-24.3%	132,423	-22.0%
Mechanical Maintenance	32,296	-0.4%	14,099	-7.0%
Scaffolding	23,387	+23.5%	14,004	+25.7%
IP Management	19,266	+9.8%	8,471	-1.5%
Machining	18,775	+1.8%	10,420	-5.0%

(Reference) Ministry of Health, Labour and Welfare press release material https://www.mhlw.go.jp/stf/newpage_60485.html

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