

SKILLS EVALUATION SYSTEM
PROMOTION PROGRAM (SESPP)
**REPORT ON THE TRAINING SESSION
IN JAPAN**

Expert	Mr. Fumio Inagawa (SESPP Secretariat Technical Advisor)
Period	Wednesday, November 20 th ~ Thursday, November 28 th , 2024
Venue	Makuhari International Training Center
Training course	Skills Evaluation System Dissemination Seminar (SED)

December, 2024

Overview of Results

1. Overview of the project

By observing advanced examples and the administration of an actual skills competition in Japan, participants will learn how to organize skills competitions and similar activities. The training aims to equip them with the knowledge and experience needed to establish or enhance skills evaluation systems in their respective countries upon completing the course.

2. Participants

Number of participants: 2 from Malaysia, 1 from Thailand, 2 from the Philippines,
2 from Cambodia, 1 from Laos

Number of completed participants: 2 from Malaysia, 1 from Thailand, 2 from the Philippines,
2 from Cambodia, 1 from Laos

3. Details of the project

Government officials from the target countries will be invited to Japan to attend expert-led lectures and participate in study tours of the Japanese National Skills Competition, vocational training facilities, and organizations responsible for conducting skills tests and competitions.

4. Schedule

Date & Time	Content
November 20 th (Wednesday) 9:30 ~ 16:30	① Orientation ② Opening ceremony and photo session ③ Introduction to SESPP, training objectives, how to develop an action plan ④ Welcome reception ⑤ [Lecture] Overview of Public Vocational Training (Mr. Tomohiro Uchino, Ministry of Health, Labour and Welfare)
November 21 st (Thursday) 9:00 ~ 17:00	[Lecture] ① Outline and role of the Skills Test and Skills Competition (Mr. Fumio Inagawa, Technical Advisor, SESPP Secretariat) ② Country paper presentations (30 minutes per country x 5 countries), followed by Q&A
November 22 nd (Friday)	[Study tour] Morning: Travel to Nagoya to observe the National Skills Competition Afternoon: Toyota Commemorative Museum of Industry and Technology
November 23 rd (Saturday)	[Study tour] Full day: Japanese National Skills Competition (Aichi International Exhibition Center)
November 24 th (Sunday)	[Study tour] Morning: Japanese National Skills Competition (Aichi International Exhibition

	Center) Afternoon: Transfer to Makuhari
November 25 th (Monday)	[Document organization]
November 26 th (Tuesday) 9:30 ~ 16:00	[Study tours of the Vocational training facilities] Morning: Chiba Polytechnic Center Afternoon: Chiba Polytechnic College
Wednesday, November 27 10:30 ~ 16:00	[Lecture] ① Administration of the Skills Competition (by JAVADA - Japan Vocational Ability Development Association) ② Developing an action plan for Skills Competition Implementation
November 28 (Thursday) 9:00 ~ 15:00	[Action Plan Development and Presentation] ① Create an action plan for Skills Competition Implementation ② Action plan presentation (30 minutes x 2 groups), followed by Q&A ③ Summary and Closing Ceremony Evening: Return to each country

5. Review

< Mr. Inagawa >

1.The participants in this training program were individuals responsible for skills competitions and skills tests in their respective countries. The program provided a valuable opportunity for them to exchange detailed information on their countries' systems and implementation practices. Several participants said that over the 10-day training, they understood how, in Japan, skills competitions and tests effectively motivate skilled workers to enhance their abilities. On the final day, one participant's comment captured the significance of the training: "I was impressed that Japan organizes skills competitions tailored to different levels of skilled workers. I hope to introduce similar competitions in my country to ensure that all skilled workers, regardless of their level, have the opportunity to compete with one another."

We sincerely hope that participants will apply the knowledge and insights gained from this training to help develop and improve skills evaluation systems in their respective countries.

2.Through the presentation of each country's country paper, participants gained a clearer understanding of the structure and functions of each country's skills evaluation system. Furthermore, during the interviews, they were able to clarify and share the current status of MRS (Mutual Recognition of Skills) in ASEAN countries, which was an unexpected yet valuable outcome for us. Specifically, we identified the trades and skill levels recognized under MRS between Thailand and Cambodia, Myanmar, Laos, and the Philippines, as well as those between Malaysia and Indonesia.

3. All participant countries have implemented national skills competition and are participating in WorldSkills ASEAN. And several countries are participating in WorldSkills ASIA and WorldSkills Competition. Therefore, the implementation items included in the action plan were carefully selected

based on best practices from each country, aiming to enhance their effectiveness and efficiency. We hope that upon returning home, participants will apply their action plans to improve the organization and management of their respective national skills competitions.

6. Questionnaire Results

<SED>

◆ Participants: 8 (Respondents: 8) (※ 5-point scale)

Satisfaction level:	5: Very satisfied = 8	4: Satisfied = 0
Consistency of training content and topic:	5: Strongly agree = 8	4: Agree = 0
Needs of continuation:	5: Must continue = 8	4: Should continue = 0

[The most meaningful program in this training course]

- Japanese National Skills Competition
- Time management and disciplines
- Implementation system for skills competitions and skills tests
- Participants engage in practical training with the host country and observe the National Skills Competition in Aichi Prefecture
- Implementation of skills evaluation, skills tests and skills training for skills competitions
- Practical learning and experience sharing between the host country and participants
- Development and preparation of skills tests and skills competitions (2)

[How do you want to apply the lessons learned from this training to your current job?]

- I plan to apply everything I have learned during this training in my home country.
- I would like to further study how Japanese skills competitions are organized, particularly the techniques for wearing kimonos.
- I will use the insights gained from this seminar to improve our existing system.
- I intend to submit a proposal incorporating the knowledge and experience acquired for enhancing our skills competitions.
- I will focus on implementing skill tests and skills competitions effectively.
- For the National Skills Competition, SDI needs to develop a practical implementation plan grounded in actual work processes.
- I will contribute to the development of my country's system by sharing what I learned about TVET in Japan and other countries, and motivate those in charge of skills tests and competitions to execute the implementation plans.
- I will share the knowledge and experiences gained from this course with my colleagues.

[What did you want to learn more about the skills competition seminar?]

- The next seminar will focus on IT skills.
- Japanese culture
- Development of test packages and administration for skills competitions
- I want to see an actual skill test in Japan.
- How to solve the problems of skill tests and skill competitions.
- The scoring method is critical in determining the outcomes of skills tests and competitions.
- Developing skills tests and preparing more engaging skills competitions
- I would like to learn insights into the Japanese Skills Competition, including the methodology,

strategy and action plan.

[Suggestions for improvement]

- Organize study tour of the Japanese industries as a part of the training schedule.
- Extend the schedule by a few more days to allow for more in-depth learning.
- Include one or two examples of the training methods currently being implemented.
- Everything was perfect, I have no specific suggestions for improvement.
- I have no particular suggestions for improvement and support all of the training programs.
- I would appreciate an increase in practical training and study tour opportunities.
- The process for organizing a skills competition in Japan.

[Opinions, suggestions and impressions]

- Overall, it was a great experience, and I would like to participate in the next seminar.
- Japan is a very cold country.
- Thank you for inviting the Philippines to this wonderful and informative training program.
- I am grateful for the opportunity to learn about and experience Japan's skills tests and competitions.
- I would like this seminar to be held every year and suggest inviting additional countries to join in the learning and sharing experience. I would like to extend my gratitude to everyone at the Ministry of Health, Labor and Welfare.
- It would be beneficial to increase the budget allocated for meals. (2)
- Arrange visits to companies that have produced prizewinners in the National Skills Competition and interview them about the key qualities needed to succeed in the skills competition.