

The Skills Evaluation System Promotion Program (SESPP) implements seminars and skills evaluation trials led by Japanese experts, in relation to Vietnam, Indonesia, Cambodia, and Laos, in order to transfer Japan's skills assessment 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.

□ Training Report

■ Mechanical Inspection Grade 2 Skills Evaluation Trial (SET), and Skills Assessor Certification (SAC) in Vietnam

Mechanical Inspection Grade 2 Skills Evaluation Trial (SET) and Skills Assessor Certification (SAC) were implemented from September 19 (Fri) to 22 (Mon), 2025, at the Dong Nai University. As the training this time around involved the implementation of assessor certification, effectively a compilation of all things related to this job-trade, there was much greater intensity in the training, with a focus on assessor certification candidates.

For SET, there were 10 assessors and 12 examinees. Of the examinees, 2 achieved pass grades (8 out of 11 achieved passes in the theoretical test, and 2 out of 12 achieved passes in the practical test). There were 8 assessors eligible for SAC, and all 8 achieved assessor certification.

The lecturer, Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat), offered comments such as, ① regarding assessors, “As the SET this time around also combined SAC, I curtailed guidance and instruction as much as possible, and implemented training while observing their methods. I confirmed that, under the instruction of the chief assessor, all assessors were able to perform their allocated roles smoothly. For measurement work for correct answer values, work proceeded with measurement results confirmed multiple times through double-checks, and in the event of a discrepancy, further checks were conducted by a third party (chief assessor) in accordance with procedures.”, ② regarding examinees, “Compared to last time, the number of examinees achieving passes in the theoretical test increased, which indicated that test preparation measures had been taken to some degree among examinees. As this will result in increased interest among the relevant personnel in charge in their respective companies, and heighten desire among examinees to sit tests, I look forward to the continuation of initiatives related to test preparation training, and greater numbers of high level examinees.”, ③ and on points for improvement, “Mechanical inspection is comprised of precision measurement work, so the management of room temperature is important. However, there were occasions when mindfulness of door opening and closing was insufficient, and the door was left open. Consequently, I provided guidance to the effect that persons forgetting to close doors should always be told to close them, etc. and that all assessors should develop a habitual sensitive response to the opening and closing of doors.”

Participants put forward their impressions such as, “I would like to see this deployed in many different places so that even more educators and companies become aware of the skills learned through this project (manager)”, and “Please continue this project (assessor)”, etc. and raised “Milling, Mold and Dies, Mechanical Drawing (CAD Work), CNC Milling” as desired job-trades.

Furthermore, a minimum of 10 assessors will be needed to implement tests for Mechanical Inspection Grade 2. We look forward to independent HR development in Vietnam in the future.



Lecture by expert



SET practical test



Assessor certification interview test

■ Mechanical Drawing (CAD Work) Grade 3 Skills Assessor Training (SAT), and Skills Evaluation Trials (SET) in Vietnam

Mechanical Drawing (CAD Work) Grade 3 Skills Assessor Training (SAT) and Skills Evaluation Trial (SET) were implemented from October 6 (Mon) to 10 (Fri), 2025, at the Advanced Manufacturing Center (AMC) of the Eastern International University (EIU). This was actually the first time on-site training has been implemented in the southern Vietnam area.

Mr. Kenji Nishitani (Panasonic Holdings Corporation), the expert on this occasion, took charge as the lecturer. There were 8 participants for the SAT, 11 assessors participated in the SET, and 9 sat the test. Of the 9 SET examinees, 4 achieved pass grades.

The expert, Mr. Nishitani, offered comments such as, “SAT and SET for Mechanical Drawing (CAD Work) Grade 3 was implemented for the first time in Ho Chi Minh, Vietnam. For the SAT, all participants were university lecturers of mechanical engineering. They seemed to be familiar with SET preparation and operation, and everything proceeded without hindrance. On the other hand, for how to proceed with marking, the participants seemed a little less than familiar with JIS standards related content, so we began by establishing an understanding of the rules of mechanical drawing, and then moved on to guidance on how to proceed with efficient marking. For SET, 9 examinees, 6 from Japanese companies and 3 university lecturers, sat the test, and 4 achieved pass grades, which is a good result for the first time. I am looking forward to increased numbers of examinees from the next fiscal year onwards.”

Participants put forward their impressions such as, “Many more people should participate (Manager)”, and “I will try again to achieve a pass grade in the next fiscal year (examinee)”.

The EIU, where the training was held, is an educational institution that plays a role in HR development in Vietnam. The EIU works in cooperation with the Becamex, which operates the Binh Duong Industrial Park, to implement research and development of cutting edge technologies, and technical training for employees of companies in the industrial park, and is an educational institute that plays a part in developing human resources in Vietnam.



SAT lecture



SET practical test



Scoring work by assessors

■ Power Distribution and Control Panel Assembly (PDCPA) Grade 2 Skills Evaluation Trial (SET) in Laos

Power Distribution and Control Panel Assembly (PDCPA) Grade 2 Skills Evaluation Trial (SET) was implemented from October 20 (Mon) to 24 (Fri), 2025, at the Skills Development Institute (SDI).

Mr. Yukio Hagiuda (Kowa Electric Industry Co., Ltd.), the expert on this occasion, took charge as the lecturer. There were 10 assessors, mainly from the SDI and the Vientiane Skill Development Center (VSDC), and 3 examinees from companies sat the test. While one of the 3 examinees achieved a pass grade in the theoretical test, none achieved a pass grade in the practical test.

Furthermore, 4 individuals who were unable to participate in Skills Assessor Training (SAT), a condition for becoming a certified assessor, in the previous fiscal year, were able to renew participation in the SAT supplementary lecture this time around.

The lecturer, Mr. Hagiuda, offered comments such as, “Following discussions with related people this year, we determined to implement Grade 2 SET. Furthermore, as this was the first time for Grade 2 SET, a supplementary lecture covering the points on SAT implemented last year was held, and this also enabled SAT revision. Grade 2 SET theoretical test pass grades this time around also indicate that the questions were good, but for the practical test assignments, we discovered on the previous day that sufficient checks on specifications, etc. had not been conducted for equipment procurement, so we hastily changed the connection diagram, and then implemented the test assignments. Furthermore, while equipment defects were discovered during the practical test, this was covered by adding lost time.

The examinees had been unable to practice sufficiently for the practical test, so one did not complete the assignment and two failed. As we were able to conduct a review meeting and an exchange of opinions with the participants at the end, I believe they will be able to make use of their experience next time and onwards. I feel that the participants gained an understanding of Grade 2 SET preparation and operation, along with scoring and evaluation.”

Participants put forward their impressions such as, “This is highly beneficial and I would like to see the training implemented continuously (assessor)”, and “As the tests are of a high level, I had a strong feeling of the necessity for preparatory training sessions for examinees, to be held prior to test implementation (manager)”.



Lecture by expert



SET theoretical test



SET practical test

■ Mechanical Inspection Grade 3 Skills Evaluation Trial (SET) in Laos

Mechanical Inspection Grade 3 Skills Evaluation Trial (SET) was implemented from November 3 (Mon) to 6 (Thu), 2025, at the Skills Development Institute (SDI).

Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat) took charge as the lecturer. Beginning with the SDI, there were 7 participants, comprised mainly of vocational training institution’s instructors. This time around, SET was implemented with the participating assessors taking turns to also be examinees, and of the 6 examinees, one achieved a pass grade.

Mr. Inagawa offered comments such as, “In relation to the assessors, I explained the importance of temperature management during tests and to be sure that doors are properly closed after opening/closing, and gave particular guidance concerning the maintenance and management of measurement instruments, as well as measurement instruments and materials. In relation to SDI, I requested that a minimum of 8, if possible 10, assessors participate in trial implementation, that actions be undertaken so that examinees from companies participate, and that the same people continuously participate in training.” In addition, participants put forward their impressions such as, “The guidance provided by the lecturer was easy to understand, and led to improvement in my own knowledge.”, and “I would like to request the implementation of Mechanical Inspection training at private sector manufacturing sites and other vocational training institutions.”

The Lao Government has said that they would work in cooperation with the Lao National Chamber of Commerce and Industry in order to establish skills evaluation among skilled workers working for companies. We look forward to the establishment of a skills evaluation system, and improvement of the skills and status of skilled workers, in Laos.



Lecture by expert



SET theoretical test



SET practical test

□ Implementation of Local Program Evaluation for FY2025 in Laos

With an aim towards the effective and efficient implementation of the SESPP project, the Public-Private Joint Committee (PPJC) was held in Laos, the country for which these activities are intended, on November 7 (Friday), in order to grasp the needs of skilled workers in the target country, verify PR techniques and the job-trades/grades involved, and grasp the medium/long-term issues, etc. Participant members were comprised of participants from the Ministry of Labour and Social Welfare (MOLSW) Skills Development Institute (SDI), local vocational training institutions, the Ministry of Health, Labour and Welfare (MHLW), the SESPP Secretariat, and other persons involved in this project, and the meeting 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	November 7, 2025 (Friday) 9:00 – 11:30 (Laos time)
Participants	Skills Development Institute (SDI), Vientiane Skill Development Center (VSDC), Electricite Du Laos (EDL), Lao National Chamber of Commerce and Industry (LNCCI), MHLW, Japanese Chamber of Commerce and Industry in Lao (JCCIL), JETRO, JICA, SESPP Secretariat
No. of participants	21
Content of training implemented in this fiscal year	Skills Test <ul style="list-style-type: none"> • Power Distribution and Control Panel Assembly (PDCPA) Grade 2 Skills Evaluation Trial (SET) • Mechanical Inspection Grade 3 Skills Evaluation Trial (SET)
Content of proposals related to job-trades for the next fiscal year	Skills Test <ul style="list-style-type: none"> • Objectives: Establishment of national skills assessment systems for job-trades with SESPP cooperation • Activities: Follow-up of FY2025 program {SET and Skills Assessor Certification (SAC)} Proposed job-trades: PDCPA Grade 2 SET, Mechanical Inspection Grade 3 SET/SAC
Exchanges of opinions on future approaches	<ul style="list-style-type: none"> • Working towards the establishment of skills tests and skills evaluation systems, the Lao government is engaged in the preparation of laws and the creation of procedural manuals, and is proceeding with the development and certification of assessors based on these laws and procedures. Furthermore, they are proceeding with preparations for skills test standard, with such standard currently in place for 44 job-trades. (SDI) • As a 5-year plan, the MOLSW is planning to implement skills evaluations for 250,000 people (50,000 in national skills tests, 200,000 in private sector tests in line with standard set by private sector companies and organizations). (SDI) • In Laos, as the level of skills test recognition among private sector companies is still low, there are plans to implement initiatives to disseminate knowledge of skills tests to private sector companies in cooperation with the LNCCI (SDI, LNCCI). • Regarding FY2026, in addition to PDCPA Grade 2 and Mechanical Inspection Grade 3, which are currently being implemented, plastering has been requested as a new job-trade as there is heightened demand in the construction sector, and training centers in the southern, central and northern areas are implementing training. (SDI)

The details of PPJCs held in the target countries other than Laos, namely Vietnam, Cambodia, and Indonesia, will be reported in the next publication.

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