

The Skills Evaluation System Promotion Program (SESPP) implements seminars and skills evaluation trials led by Japanese experts, in relation to Vietnam, Cambodia, Indonesia, 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.

Implementation of Local Program Evaluation for FY2025 in Indonesia, Cambodia, and Vietnam

With an aim towards the effective and efficient implementation of the SESPP project, sessions of the Public-Private Joint Committee were held in the countries for which these activities are intended, with sessions held on January 22 (Thursday) in Indonesia, February 9 (Monday) in Cambodia, and February 10 (Tuesday) in Vietnam, in order to grasp the needs of skilled workers in the target countries, verify PR techniques and the job-trades/grades involved, and grasp the medium/long-term issues, etc. Participating members were comprised of participants from the departments of human resources development of each country, local vocational training institutions, the Ministry of Health, Labour and Welfare (MHLW), the SESPP Secretariat, and other persons involved in this project, and the meetings covered implementation status and achievements of this fiscal year's project, suggestions for implementation in the next fiscal year, and exchanges of opinions, etc.

Indonesia

Day/Time Participants	January 22, 2026 (Thursday) 9:00 – 12:00 (Indonesia time) (Badan Nasional Sertifikasi Profesi (Indonesian Professional Certification Authority) (BNSP), Lembaga Sertifikasi Profesi-Logam dan Mesin Indonesia (Professional Certification Body (PCB) – Metal and Machinery Indonesia) (LSP-LMI), Indonesia Mold & Dies Industry Association (IMDIA), Embassy of Japan in Indonesia, MHLW, the SESPP Secretariat, and other stakeholders)
No. of participants	25
Content of training implemented in this fiscal year	Skills Test • Surface Grinding Work Grade 2 Skills Assessors Training (SAT), Skills Evaluation Trial (SET)
Content of proposals related to job-trades for the next fiscal year	• End goals of the project: Skilled worker development and abilities improvement by building skills evaluation systems (skills competitions, skills tests). Skills Test • Objectives: Establishment of skills tests, and improvement of levels of implemented job-trades • Activities: Follow-up of programs implemented up to 2025 (SAT, SET), approaches to new job-trades Proposed job-trades: Follow-up of programs implemented up to FY2025 (Surface Grinding Work Grade 2 SET or Metal Press work Grade 2 SAT/SET), approaches to new job-trades
Exchanges of opinions on future approaches	• We would like to implement 11 additional job-trades such as 5-Axis Machining Center, Mechatronics, and CAD/CAM, etc. (IMDIA) • The need for Robotic Welding at manufacturing sites is high, and we would like support for this job-trade. (LSP-LMI) • In relation to Surface Grinding Work implemented in this fiscal year, there was a total of 50 examinees for Grade3, with 39 achieving pass grades, and 16 examinees for Grade 2, with 11 achieving pass grades. Grade 1 has only been implemented once, in FY2012, with 2 examinees, and 1 achieved a pass grade. (IMDIA) • A total of 4,298 examinees have taken national skills tests implemented by the IMDIA, and 2,554 of these have achieved pass grades. The shortage of assessors is an issue, and approaches to increase their number are needed. (IMDIA)



Public-Private Joint Committee in Indonesia



Public-Private Joint Committee in Cambodia



Public-Private Joint Committee in Vietnam

■ Cambodia

Day/Time Participants	February 9, 2026 (Monday) 9:00 – 12:00 (Cambodia time) Ministry of Labour and Vocational Training (MoLVT), MHLW, JICA expert, NPIC, NTTI, PPI, ITI, Cambodia-Japan Digitalized Manufacturing Centre (CJDM), SESPP Secretariat
No. of participants	29
Content of training implemented in this fiscal year	Skills Competition Seminar • Information Network Cabling (INC) Skills Test • Mechanical Inspection Grade 2 Skills Evaluation Method (SEM), Skills Assessors Training (SAT)
Content of proposals related to job-trades for the next fiscal year	• Project objectives: Skilled worker development and abilities improvement by building skills evaluation systems. Skills Test • Objectives: Establishment of skills tests, and improvement of levels of implemented trades • Activities: Follow-up of FY2025 program (Skills Evaluation Trials (SET), seminars), approaches to new job-trades Proposed job-trades: Mechanical Inspection Grade 2 SET, seminars for other job-trades
Exchanges of opinions on future approaches	• Regarding approaches towards national skills tests for the 3 job-trades for which the SEPP provides support, as evaluation methods differ between the 2 parties, we would like this to be introduced with the format arranged to suit Cambodia. On the Cambodia side, there will be a need to adopt the content of the support provided as a unit within the competency evaluation method. (SESPP Secretariat) • Assessors nurtured by the SESPP are utilizing their acquired expertise to develop curricula, create and operate test questions, and conduct lessons, etc. at various training institutions. (ITI, NPIC, NTTI, PPI) • The Cambodia side requested support for Mechatronics, Digital Construction, Business IT Software Solutions, Electrical Equipment, Building Information Modeling, Electrical System Maintenance Grade 1, CNC Machining, Refrigeration and Air Conditioning Apparatus Installation, Industrial Robotics, Welding, and Agricultural Skills, etc. We determined to check the job-trades implemented in Japan, and undertake reviews. (All participants from Cambodia, MHLW)

■ Vietnam

Day/Time Participants	February 10, 2026 (Tuesday) 9:30 – 11:45 (Vietnam time) Saigon Hi-Tech Park Training Center (SHTP-TC), MHLW, Companies (Japanese, local), certified assessors, participants for trainings, successful examinees of SET, SESPP Secretariat
No. of participants	36
Content of training implemented in this fiscal year	Skills Test <<South (Ho Chi Minh)>> • Mechanical Inspection Grade 2 SET, Skills Assessor Certification (SAC) • Mechanical Drawing (CAD Work) Grade 3 SAT, SET • Sequence Control Grade 2 SET
Content of proposals related to job-trades for the next fiscal year	• Project objectives: Skilled worker development and abilities improvement by building skills evaluation systems. Skills Test • Objectives: Establishment of skills tests, and improvement of levels of implemented trades • Activities: Follow-up of programs up to 2025 (Skills Evaluation Trials (SET), seminars), approaches to new job-trades Proposed job-trades: Mechanical Drawing (CAD Work) Grade 3 SET, Sequence Control Grade 2 SET/SAC, approaches to new job-trades
Exchanges of opinions on future approaches	• SESPP project support in the southern Vietnam region commenced in FY2018, making this fiscal year the 8th year. While project promotion between governments has come to a standstill, we are extremely pleased that the project has continued in the southern region as private sector tests. This has resulted in the creation of many assessors. (SHTP-TC) • As the Eastern International University and the Hong Bang International University possess the materials and the equipment, they have expressly offered their cooperation in the implementation of training. • When taking the SET, advance training is extremely important. As tests will be conducted in environments that differ from the examinees' usual workplaces, we strongly encourage the implementation of advance practice, as this will not only produce better results during the tests, it will also prove useful for subsequent work undertaken by the examinees. (MHLW)

□ Training Report

■ Surface Grinding Work Grade 2 Skills Assessors Training (SAT) and Skills Evaluation Trial (SET) in Indonesia

Surface Grinding Work Grade 2 Skills Assessors Training (SAT) and Skills Evaluation Trial (SET) were implemented from January 5 (Monday) to 9 (Friday), 2026, at the Matsushita Gobel Foundation High-tech Mold and Dies Center (YMG/HTMC). Although Surface Grinding Work Grade 2 was implemented in FY2017, the current number of assessors is insufficient, and following requests from the Indonesia side to nurture more assessors, we determined to undertake further implementation for this job-trade.

For SAT, there were 7 participants, while for SET, there were 7 assessors, with 4 examinees, of which 1 achieved a pass grade.

For SAT, participants first learned about the roles and responsibilities of assessors, preparation, points to bear in mind for the implementation and operation of practical tests, and processing procedures for Grade 2 assignments, etc. from the lecturer. The group was then separated into assessors and examinees to conduct role exercises, and learn implementation methods for actual skills test. For SET, practical tests were conducted in the morning and afternoon of the 4th day of training, with 2 examinees sitting each session, and on the 5th day, we summarized measurements/scoring, work attitude scoring, work time scoring, and created test results tables.

The lecturer, Mr. Kazuyuki Yoshie (Seiko Epson Corporation), offered comments such as, “In their attitude in the approach towards being the assessors of the participants, those in the assessor roles resolutely adhered to fair and impartial operation, even in their approach towards examinees and their responses, etc. They also maintained a high focus on conducting appropriate assessment, discussed issues among themselves, and were able to teach each other. Due to the number of machines and scheduling constraints, 4 examinees sat the SET, of which 1 achieved a pass grade. Preparatory training was conducted over a total of 6 days prior to SET, with 2 days for theoretical, 3 days for practical, and 1 day for mock tests. For the future, I would like considerations to be made for more practice time for practical tests to raise pass rates.”

Participants put forwards their opinions such as, “I would like to enhance the expertise in the field of grinding field, and further the development of manufacturing in Indonesia”, and “The provision of educational materials that utilize video and images would be good”, etc.



Lecture by expert



SET practical test

■ Sequence Control Grade 2 Skills Evaluation Trial (SET) in Vietnam

Sequence Control Grade 2 Skills Evaluation Trials (SET) were implemented from January 19 (Monday) to 23 (Friday), 2026, at the Nguyen Tat Thanh University (NTTU).

There were 10 SET assessors, and 8 examinees, of which 4 achieved pass grades.

Days 1 and 2 of training included checks on the points to bear in mind for the implementation of mock tests and set-up preparations. Theoretical and practical tests were implemented on Day 3, and following scoring and the creation of test results tables on Day 4, the lecturer provided explanations. On Day 5, the lecturer endeavoured to improve skills test operation capabilities through explanations and approaches to exercises.

The lecturer, Mr. Masafumi Seino (Specially Appointed Associate Professor, Polytechnic University), offered comments such as, “This time around, training progressed as planned as we took the time to create training materials. Lasts year’s participants were already familiar with SET preparation and the process for moving forward with implementation, so the training was implemented very smoothly. The first-time participants also possessed electrifying levels of knowledge and experience, and at no time did I feel any delay in the training.”

Within the SET this time around, supplementary Skills Assessors Training (SAT) lectures were conducted for persons who had not participated in SAT, which is a condition for becoming a certified assessor, and a further three participants became certified assessor candidates. The creation of certified assessors in the coming fiscal year can be anticipated if the project is continued.



Instruction by expert



SET practical test

■ Mechanical Inspection Grade 2 Skills Evaluation Method (SEM) and Skills Assessor Training (SAT) in Cambodia

From this fiscal year, Grade 2 will be implemented for Mechanical Inspection, for which 11 Grade 3 certified assessors were created in the last fiscal year, and 2 types of seminars were conducted in 2 stages in December and February at the National Polytechnic Institute of Cambodia (NPIC).

First, Skills Evaluation Method (SEM) was implemented from December 15 (Monday) to 19 (Friday), 2025, with 16 participants, 14 of whom completed the course.

Implementation was undertaken with the objectives of explaining the overview of Japan's skills test systems, the concept of job-trades, lists of work elements, standard and details, etc. and to enable participants to acquire the skills to create test questions.

Following the lecture on methods for the creation of theoretical test questions based on the standard and details for Mechanical Inspection, participants were paired off to form 7 groups to conduct theoretical test question creation exercises, and the content of these questions were then reviewed by all participants.

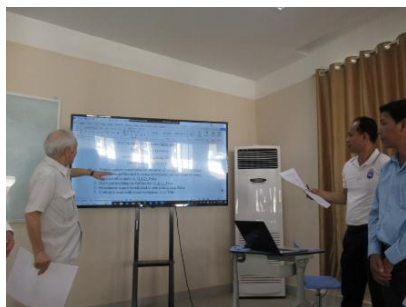
The lecturer, Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat), offered comments such as, "With some partial amendments, about 60% of the questions were usable as theoretical test questions, and I felt that theoretical test question creation skills had achieved a certain level", "Knowledge such as questions related to quality control, the 7 tools of quality control, control charts, etc. which are considered important at the work place of manufacturing companies, was insufficient. As this knowledge is essential for skilled workers and technicians, I urged the participants to learn from website reference materials and introductory literature", and "Questions on planning work tests for Mechanical Inspection Grade 2 practical tests contain sections that require examinees to solve geometric and mathematical questions using trigonometric functions and Pythagorean Theorem, and the participants also seemed to find these difficult."

Following on, Skills Assessor Training (SAT) was implemented from February 2 (Monday) to 6 (Friday), 2026, with 14 participants, and all 14 completed the course.

After a lecture on the roles and responsibilities of assessors, and points to bear in mind concerning practical test implementation method and operation, etc. the group was then separated into assessors and examinees to implement role exercises, and experienced skill test operation methods, scoring and test results summarization.

The lecturer, Mr. Fumio Inagawa (Technical Advisor, SESPP Secretariat), offered comments such as, "In the Grade 2 practical test (production work test) assignments, there are additional new challenges involving height gauge measurement and the measurement of base tangent length of spur gears using a tooth thickness micrometer, and participants seemed to find the base tangent length measurement particularly difficult", and "While the maintenance and management of measurement instruments is extremely important for the performance of precision measurement, the state of preservation of the measuring instruments was exceedingly bad, and I spotted several cases of rust occurring on block gauges and micrometer spindles. I instructed the participants to develop the habit of always wiping measurement instruments clean after use, before storing."

From both seminars, participants put forwards their opinions such as, "This training is extremely useful for the acquisition of measurement skills, and I would like more practice", and "I would like longer training periods to be set", etc.



Lecture by expert (SEM)



Instruction by expert (SAT)



Role exercises (SAT)

J-Skills News Inquiries

SESPP Secretariat (JTB Corporation – Kasumigaseki Division)

23F Kasumigaseki Bldg, 3-2-5 Kasumigaseki, Chiyoda-ku, Tokyo 100-6051

TEL: +81-3-6737-9263 FAX: +81-3-6737-9266

Admin: Kondo (Ms.), Kato (Mr.), Iwashita (Mr.)

E-mail: sespp@jtb.com