

SKILLS EVALUATION SYSTEM
PROMOTION PROGRAM (SESPP)

**REPORT ON THE TRAINING SESSION
IN INDONESIA**

Expert	Mr. Kazuyuki Yoshie (Seiko Epson Corporation)
Period	Monday, January 5th - Friday, January 9th, 2026
Venue	High-tech Mold Training Center (HMTC) Jakarta, Republic of Indonesia
Training course	Skills Assessors Training (SAT), Skills Evaluation Trial (SET)
Trade & Grade	Surface Grinding - Grade 2

February 2026

Outline of Results

1. Number of Participants:

<SAT> Participants: 7 Completed participants: 7

<SET> Assessors: 7 Examinees: 4 Successful examinees: 1

2. Schedule

Date & Time	Content
January 5 th (Monday) 8:30 - 16:30 (All times local)	[Skills Assessors Training (SAT)] (1) Preparation (2) Opening remarks (3) Overview of SESPP (4) Explanation of training schedule (5) Roles and responsibilities of assessors (6) Practical test assignments, required tools and materials (7) Required equipment and supplies (8) Important points for the administration of practical test (9) Processing procedure for Grade 2 practical test assignment (10) Inspection of the condition of surface grinding machine
January 6 th (Tuesday) 8:30 - 16:30	[Skills Assessors Training (SAT)] (1) Role-playing exercises (Divided into assessors and examinees) (2) Practice of measurement and scoring
January 7 th (Wednesday) 8:30 - 16:30	[Skills Assessors Training (SAT)] (1) Practice of measurement and scoring (Continued) (2) Formation of assessment team and assignment of roles (3) Creating a time table for practical skill test (4) Preparation for tools and measuring instruments (5) Inspection of test materials
January 8 th (Thursday) 8:30 - 16:30	[Skills Evaluation Trial (SET)] 8:00~8:20 Reception, Opening ceremony 8:30~11:30 Practical test (First time : 2 Examinees) 12:45~15:45 Practical test (Second time : 2 Examinees) 15:45~16:30 Preparation for measurement and scoring
January 9 th (Friday) 8:30 - 16:30	[Skills Evaluation Trial (SET)] (1) Measurement and scoring (2) Compilation of work attitude score and work time score (3) Creating a test result table

	(4) Wrap-up session (5) Questionnaire
--	--

3. Review

We successfully implemented the Surface Grinding Grade 2 SAT/SET under the SESPP project in Indonesia and were able to complete the first year without any issues. I delivered training on SAT/SET to 7 assessors and I consider it highly positive that all 7 completed the program, as this firmly supports the continuity of the three-year plan for developing Grade 2 assessors.

Regarding the results of assessor development, while there were a few points requiring attention, I found no major challenges or significant problems in terms of the specialized technical knowledge and skills related to grinding machine work. In terms of their attitude as assessors, I observed a strong awareness of conducting fair and impartial assessments, including appropriate interaction and responses toward examinees. The assessors were also able to engage in discussions with one another and learn from each other.

With respect to the test environment—including workspace area, illumination, temperature, machines, tools, and measuring instruments—I was able, with the cooperation of the counterpart organization IMDIA, to have the assessors set up the test venue and prepare all necessary items by the test date. Based on these outcomes, I judge that the skill test was operated at an acceptable level without any problems.

In addition, due to limitations in the number of machines and the schedule, the number of SET examinees was limited to 4, resulting in 1 successful examinee. From the perspective of the pass rate, I would like to see this figure improved. Prior to the skill test, they held a workshop consisting of a total of six days of training: two days of theoretical training, three days of practical training, and one day of a mock test. Based on the results, I believe it would be beneficial to consider increasing the amount of practice time for practical test in the future.

I believe that the SESPP project and the results of developing Grade 2 Surface Grinding assessors marked a strong start, which was made possible through organizational and human cooperation from various stakeholders.

To obtain Indonesian assessor certification, participants are required to accumulate an additional two years of practical assessment experience and pass a test conducted by BNSP. I sincerely hope that each participant will continue to make efforts to obtain assessor qualifications, actively perform as certified assessors, and thereby contribute to the technological development of Indonesia.

4. Questionnaire Results

SAT [Skills Assessors Training]

◆ Participants: 7 (Respondents:) (* 5-point scale)

Satisfaction level:	5: Very satisfied = 5	4: Satisfied = 2
Usefulness level:	5: Very useful = 4	4: Useful = 3
Needs of continuation:	5: Must continue = 3	4: Should continue = 4

[Improvements and proposals]

- I would like to further deepen my knowledge of surface grinding.
- I believe that visualizing the training content through images and videos would make it easier to understand.

- I feel that more time should be allocated for participants to get to know one another.
- I would like the videos to be made in an engaging way.
- I would like to receive additional training focused specifically on grinding.

[Opinions, comments, and preferred trades for the future]

- Milling.
- Welding.
- I would like to enhance specialization in the grinding process field in Indonesia in order to contribute to the development of the manufacturing industry.
- I would like the assessment points at each stage to be presented using illustrations for clearer understanding.
- I feel that the modules were designed more engaging.

◆ Local managers: 1 (Respondents: 1) (* 5-point scale)

Needs of continuation: 5: Must continue = 1

[Improvements and proposals]

- During discussions between Instructor Yoshie and the participants of the assessor training, I discussed various topics, including improvements to the environment around the test venue, work tools, measuring instruments, workpieces, identification markings between participants and assessors, safety measures, assignment of assessor duties, and problem-solving approaches. I recognize that several of these items are not yet optimal at the present stage and plan to improve them in the future.

[Opinions, comments, and preferred trades for the future]

- As IMDIA, I hope that SAT/SET for Metal Press Processing Grade 2 will be implemented in 2026.

SET [Skills Evaluation Trial]

◆Assessors: 7 (Respondents: 7) (* 5-point scale)

Satisfaction level: 5: Very satisfied = 5 4: Satisfied = 2

Usefulness level: 5: Very useful = 5 4: Useful = 2

Level of ability improvement: 5: Much improved = 4 4: Improved = 3

Needs of continuation: 5: Must continue = 2 4: Should continue = 4 3: Either way

= 1

[Improvements and proposals]

- Two-way communication.
- The explanations of the assessment process using videos or images.
- I propose installing a safety stopper on the left side of the machine.
- Additional assessment tools.
- More knowledge related to grinding machines.
- I believe that the modules would become clearer by adding photographs and incorporating videos.
- A digital clock, timer, or stopwatch to be displayed on the screen.

[Opinions, comments, and preferred trades for the future]

- I would like to enhance specialization in the grinding process field in Indonesia in order to promote the development of the manufacturing industry.
- I would like detailed photographic examples of visual inspection points, such as interference, dents, and chatter marks, to be added to the textbooks so that training participants can deepen their understanding and minimize differences in interpretation.
- The implementation of welding training.
- I would like not only to accumulate my own knowledge and experience, but also to be able to support others in obtaining qualifications in the future.
- I would like the movement routes within the test venue to be specified for each assessor after the test begins.

◆ Examinees: 4 (Respondents: 4) (* 5-point scale)

Satisfaction level: 5: Very satisfied = 3 4: Satisfied = 1

Usefulness level: 5: Very helpful = 4

Needs of continuation: 5: Must continue = 4

[Improvements and proposals]

- In the next fiscal year, I would like the program to be continued with increased time allocated for practice, clearer assessment criteria, and more thorough explanations prior to the test. I believe that incorporating more real-life examples related to daily production activities would be beneficial for improving understanding.
- I hope that the condition and maintenance of equipment and facilities will be further improved.
- I would like to see further enhancement of the maintenance status of facilities and machinery.

[Opinions, comments, and preferred trades for the future]

- I would like training to be implemented in a wider range of machining-related skill trades, such as advanced grinding, milling, and mold-related processes, as these fields are highly relevant to manufacturing and productivity improvement.
- I believe that participants should wear IMDIA uniforms.

◆ Local manager: 1 (Respondent: 1) (* 5-point scale)

Needs of continuation: 5: Must continue = 1

[Improvements and proposals]

- When issues arose during assessment practice, I was able to receive immediate advice from Instructor Yoshie, which allowed shortcomings to be resolved promptly.

[Opinions, comments, and preferred trades for the future]

- As IMDIA, I hope that SAT/SET for Metal Press Processing Grade 2 will be implemented in 2026.