

Implementation of vocational ability evaluation tests

A proper evaluation of an individual's vocational abilities allows them to market their abilities and also provides a rough guide to set goals for future career development. For companies, it serves as a guideline for proper personnel evaluation criteria and appropriate human resource allocation.

JAVADA carries out the vocational ability evaluation tests below so that people working in various fields can obtain proper evaluations.



National Trade Skill Testing & Certification

The National Trade Skill Test & Certification (NTSTC) is a national testing system certified by the Japanese government. It tests worker knowledge and skills according to uniform standards. The NTCSTC is carried out based on the Human Resources Development Promotion Act for the purpose of enhancing skill evaluation by society in general and improving the abilities and status of workers.

The content of NTSTC has been steadily expanded since its establishment in 1959, and **as of April 2013, it has been implemented for 114 trades***.

Those who pass the NTSTC are awarded a certificate of passing bearing the name of the Minister of Health, Labour and Welfare (Advanced Grade, Grade 1 and Non-classified Grade) or the prefectural governor (Grade 2 and Grade 3) and are given the title of Certified Skilled Worker.

As of FY2012, more than 3.72 million people* have successfully passed NTSTC, an achievement that has been highly lauded in the workplace as a sure certification of skill.

*Implemented by the Japan Vocational Ability Development Association and Prefectural Vocational Ability Development Association



Badge for Advanced Certified Skilled Worker

Advanced Grade



Grade 1 and 2



Construction and carpentry trade



Mechanical and machining trade



Commercial art trade



Japanese-style dressmaking trade

▼NTSTC grade classes

Currently, some skills tests are classified into Advanced, Grade 1, Grade 2 or Grade 3, while others are not classified and are instead categorized as non-classified grades. These test levels are described as follows:

Advanced.....Level of skill that should normally be held by a manager or supervisor

Grade 1 and Non-Classified Grade.....Level of skill that should normally be held by a senior-level skilled worker

Grade 2.....Level of skill that should normally be held by mid-level skilled worker

Grade 3.....Level of skill that should normally be held by starting-level skilled worker