

# Progress and Achievement

**Skills Evaluation System Promotion Program**

**21 January, 2019**

# Support for Japanese-Style Skill Evaluation in Cambodia

Workers without training : poor productivity



1. Practical Training on Electrics  
with the support of MoLVT and JICA Project



2. Introduction of Japanese-Style Skill Test  
Training of skill assessors, developing test projects → test trials  
Power/Panel Assembly, Electrical System Maintenance, Sequential Control, Machining,  
Plaster work, Info Network Cabling: compatible to the National Skill Test in Japan
3. Support for Cambodia Skills Competition  
Electrical Installation



Strengthen workers' skill in labor market ?  
Merged into competency-based system?

# Skill Evaluation System Promotion Program (SESPP) toward Goal Setting

A country, a Trade

## **1st Stage: 3rd Grade (for Entree level) 2 to 3 years) SES Operation**

Skill Evaluation Method Training (SEM) (Japan) + Skill Assessors Training (SAT) (Japan)  
→ Skill Evaluation Trial Testing (SET) (Local)

Electrical  
Installation

Sequence  
Control

Repeat

## **2nd Stage: Verification of the SESP Outcome**

To verify if initial sign from SESPP can be appearing or visible  
→ In case of no outcome appearing, finalizing or repeating the Program.  
in case some outcomes appearing, moving to the 3rd Stage

Power  
Distribution  
Control  
Panel  
Assembly

Finalize

## **3rd Stage: 2nd Grade (for Middle Skilled level) (1 to 2 years) SES Operation**

SEM (Local) + SAT (Local) → SET (Local) + Evaluation of Assessors Level

Repeat

## **4th Stage: Verification of the SESP Outcome**

To verify if sustainable outcome from SESPP can be appearing or visible,  
→ 1. Setting In-house or Corporation Trade Testing  
2. Reflection to National Skill or Testing Standards  
3. Setting National Trade Skill Testing  
In case insufficient outcome appearing and necessary for continue the Program,  
taking back to 3rd Stage

Finalize

# Major Components of SESPP

Annual Consultation Meeting



## **(1) Vocational Training Method (VTM)**

To improve skills by actual practice.

-vocational training instructor, prospective assessors, prospective examinees, etc.

## **(2) Skills Evaluation Method (SEM)**

To learn how to develop exam questions and assignments according to evaluation criteria.

-governmental officials or agency personnel in charge of skills standards and skills test, prospective Exam Commissioners

## **(3) Skills Assessors Training (SAT)**

To learn mindset and how to prepare, conduct and scoring.

## **(4) Skills Evaluation Trial (SET)**

Conduct skills tests at local institute/ training center.

-prospective assessors, examinees



Public-Private Joint Committees

# Record of SESPP in Cambodia 2018

	2017	October, 2018	November, 2018	December, 2018	January, 2019
Turning Grade 3  <b>at NPIC</b>		<b>SEM</b> Oct. 16-20  Participant: 8		<b>VTM</b> Dec.11-15  Participant: 9	
Power Distribution and Control Panel Assembly Grade 3 <b>at ITI</b>	<b>SAT/SET</b> Jan. 16-24		<b>VTM</b> Nov. 12-16 Participant: 12		<b>SET/SAC</b> Jan. 15-18  Assessor:10 Examinee: 6
Electrical Installation  <b>at NPIC</b>	<b>VTM/SAT</b> Nov. 13-17		<b>SET</b> Nov. 26-30  Assessor: 6 Examinee: 4		
Electrical System Maintenance Grade 3 <b>at NTTI</b>				<b>SAT</b> Dec. 3-5 <b>SET</b> Dec. 6-7  Assessor: 9 Examinee: 7	
Sequence Control Grade 3  <b>at PPI</b>				<b>SAT</b> Dec. 11-13 <b>SET</b> Dec. 14-15  Assessor: 7 Examinee: 7	



# Turning Grade 3 VTM





# PDCPA

(Power Distribution and Control Panel Assembly)

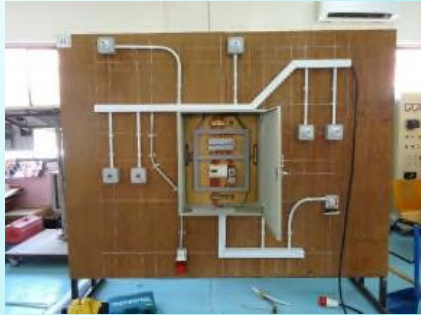
# Grade 3

# VTM





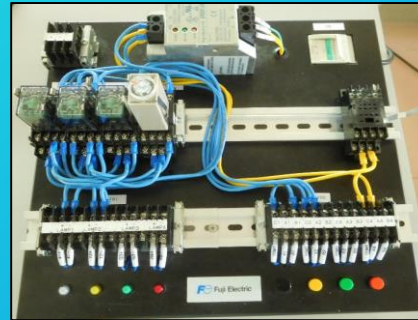
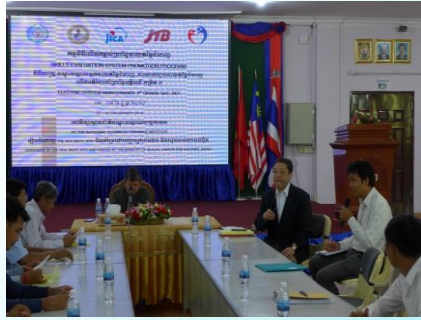
# Electrical Installation Demo&SET





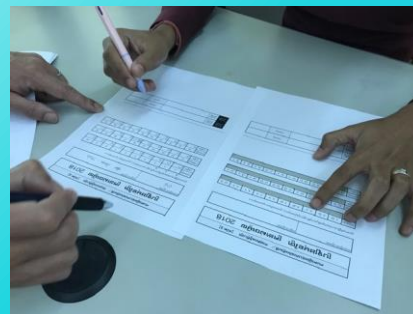
# Electrical System Maintenance Grade 3

# SAT & SET





# Sequence Control Grade 3 SAT & SET



# Achievement of SESPP in Cambodia 2018

- Contribute to Develop National Skills Testing System according to the schedule of FY 2018

## Tasks raised at the annual consultation meeting

- Selection of the Assessment (Testing) Center in electrical field including the 3 model institutes collaborating to JICA's project
- Planning introduction of job trades in electrical field to national standards

## Results of implementation

- Assessor training/ lecture were carried out with collaboration to JICA's project.  
Electrical field: Power Distribution and Control Panel Assembly, Sequence Control, Electrical Installation, Electrical System Maintenance  
Mechanical field: Turning
- **Max 5** assessors will have been certified on Power Distribution and Control Panel Assembly, grade 3.

**2017**

3 seminars (VTM, SEM, SAT)  
1 trial (SET, SAC)



**2018**

5 seminars (VTM, SEM, SAT)  
4 trials (SET, SAC)

## Progress toward involvement of Japanese companies in Cambodia

- 3 examinees from Soken took the exam on Electrical System Maintenance.
- 2 examinees from Minebea and 1 from Marunix took the exam on Sequence Control.
- 1 assessor from Rohto-Mentholatum participated and 2 examinees from Soken took the exam on Power Distribution and Control Panel Assembly.
- Trials (exam) on SESPP was introduced at JBAC Manufacturing Meeting 2 times a year.