

SKILL EVALUATION SYSTEM  
PROMOTION PROGRAM (SESPP)

**REPORT ON THE TRAINING SESSION  
IN CAMBODIA**

Expert	Mr. HAGIUDA Yukio Toshiba Infrastructure Equipment Technology Corporation
Period	Monday, October 18 <sup>th</sup> , 2021 ~ Friday, October 22 <sup>nd</sup> , 2021
Venue 【Remote Lecture】	Phnom Penh City, Kingdom of Cambodia Industrial Technical Institute (ITI) Hachioji City, Tokyo, Japan Studio Always
Training Course	Skills Assessor Training (SAT)
Trade & Grade	Power Distribution and Control Panel Assembly, Grade 2

**November, 2021**



# Outline of Results

## 1. Number of Participant

<SAT>

**Participants: 8 / Completed participants: 8**

## 2. Schedule

Date & Time	Contents
<p>Oct. 18<sup>th</sup> (Mon) 8:30~16:30 (All local time)</p>	<p><b>【Orientation】</b></p> <ul style="list-style-type: none"> <li>① Opening remarks (Hagiuda, Oshite)</li> <li>② Attendance check based on the participant list (3 people out of 12 people on the list were absent; started with 9 people)</li> <li>③ Self-introduction (all participants)</li> <li>④ Confirmation of training schedule</li> </ul> <p><b>【Outlines of SESPP】</b></p> <p><b>【Explanation of Skills Assessor Pre-training Text】</b></p> <ul style="list-style-type: none"> <li>① Explained in detail although all participants were SAT experienced</li> </ul> <p><b>【Explanation of Grade 2 Practical Test Questions】</b></p> <ul style="list-style-type: none"> <li>① Showed the completed practical test assignment(test panel) for grade 2 with a camera to explain the details focusing on the differences from grade 3</li> </ul> <div style="display: flex; justify-content: space-around; align-items: center;">   </div>
<p>Oct. 19<sup>th</sup> (Tue) 8:30~16:30</p>	<p><b>【Explanation of Work Procedure Manual for Grade 2】</b> (Explanation focusing on differences from grade 3)</p> <ul style="list-style-type: none"> <li>① After explanation of the key points, it seemed they were able to understand how to wire neatly as if it was made by an expert Since practical exercises were implemented in VTM 3 years ago, also instructed them to remember</li> </ul> <p><b>【Explanation of Operation Guideline for Practical Test questions Grade 2】</b> (Explanation focusing on the differences from grade 3)</p> <ul style="list-style-type: none"> <li>① Explained about assignment 2 of grade 2, but there are no plans to implement it in Cambodia</li> <li>② Explained the details of the non-energization test and the energization test and made them understood</li> <li>③ Explained in the terminal block mounting pattern table (decided out of 3 patterns in a drawing on the day)</li> </ul> <p><b>【Explanation of Practical Guideline Rating for Grade 2】</b></p> <ul style="list-style-type: none"> <li>① Explained that it is basically the same standards as grade 3</li> </ul>

- ② Explained that it is the scoring uses the demerit method from 100 points



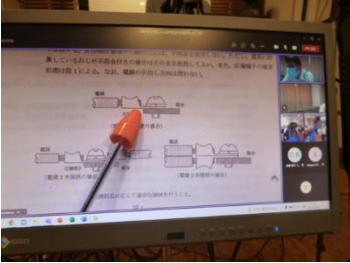


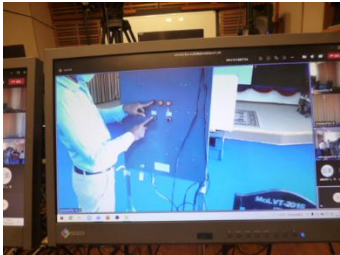
Oct. 20<sup>th</sup> (Wed)  
8:30~16:30

【Explanation of Practical Guideline Rating for Grade 2 (continued from the previous day)】

- ① There are detailed questions regarding the rating guideline (for example, what is an unnecessary hole, how to check curved instruments, etc.), explained concretely while showing the actual practical test assignment (test panel) for grade 2
- ② Explained specifically about non-wiring, wiring incompleteness, and incorrect wiring that are deducting points (most can be covered by non-energization test and energization test). However, it was explained that if the input and output of the fuse are misplaced, points will be deducted for the point that operates correctly but does not follow the circuit diagram
- ③ Regarding deducting points of the work attitude, explained with examples (about the cleaning state of the work area and the cleaning state of the panel) and made them understood
- ④ In the working time, the lost time (if lunch is between the practical test time) was explained and made it understood (pay attention to how to mention)
- ⑤ Explained how to count each deduction and how to calculate the total score and made them understood

【Explanation of Marking Guideline for Grade 2】

- ① Explained the marking table description method for up to 5 people and the aggregation method based on the marking table
- ② Clarified and confirmed the marking points of the assessor and assistant assessor
- ③ Students discussed and decided on each role in the marking method training on the 21st
- ④ Marking by assessors was carried out by 3 people, and the assistant assessor scored the same scoring items for all works at the same level (fairness)  
Sequentially, the next assistant assessor carried out scoring in the same way  
Instructed the experienced assistant assessor are to carry out the non-energization test and the energization test
- ⑤ Explained the marking method
  - If an incompatible point is found, write the English letters of “incompatible point” and the number of incompatible points on the tag
  - the assessor will check and correct if there is a correction, and if it is

	<p>correct, place a check mark</p> <ul style="list-style-type: none"> <li>While looking at the tag, read out the content of incompatible point and the number of incompatible points, post it to the scoring table, and circle the check mark on the tag</li> <li>All the tags with a check mark and a circle means all incompatible points have been posted to the scoring table</li> </ul> <div style="display: flex; justify-content: space-around;">   </div>
<p>Oct. 21<sup>st</sup> (Thu) 8:30~16:30</p>	<p><b>【Scoring Method Training】</b></p> <ol style="list-style-type: none"> <li>Describe the schedule of the practical test, precautions, how to set each device, etc. on the white board</li> <li>Confirm the roles of each assessor and assistant assessor</li> <li>Start the scoring exercise from completing and submitting a unit (although it is a 3rd grade task)</li> <li>Scoring by assessor (insufficient or mistakes are instructed on the spot)</li> <li>Scoring by assistant assessor (insufficient and mistakes for all items are instructed on the spot)</li> <li>The assessor confirms the tag scored by the assistant assessor and confirms the final incompatible point</li> <li>Post the content of incompatible point written on the confirmed tag to the scoring table while double-checking for any omissions or mistakes</li> <li>Calculate the subtotals from A to E in the scoring summary table, post it to the summary table, and specify the final score and pass / fail</li> <li>When the 3 assessors can confirm all the scoring tables, sign all the scoring tables (all the descriptions in the table are written with an indelible ballpoint pen)</li> </ol> <div style="display: flex; justify-content: space-around;">   </div>
<p>Oct. 22<sup>nd</sup> (Fri) 8:30~15:20</p>	<p><b>【Assessor Check Sheet】</b></p> <ol style="list-style-type: none"> <li>Explained about preparation / implementation / marking preparation with examples (especially about risk countermeasures)</li> </ol> <p><b>【Examination of Assignments of Practical Test / Theoretical Test for SET next year】</b></p> <ol style="list-style-type: none"> <li>Practical test questions were conducted only with assignment 1 of grade 2. However, it was considered with the participants that the standard time should</li> </ol>

be 5 hours (since it is difficult even for Japanese people to make it in 4 hours and 15 minutes, which is the standard time) (extension time is 30 minutes)

② Confirmed the theoretical test questions uses the authenticity method (if correct, ✓ / if incorrect, ×) and multiple-choice (since this is the first time to conduct grade 2, they were created by Japanese experts)

**【Questionnaire】**

① By reading the QR code and fill it out on FORMS, answers are automatically transferred to the Secretariat of SESPP

② Similarly, manager is asked to answer the questionnaire.

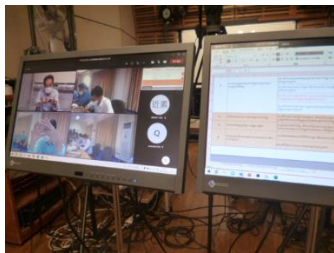
**【Review meeting (comment & Q&A)】**

① Regarding the first remote training this time, although there were some power outages and voice interruptions, it was generally carried out well and some achievements were made

② Although it was the first time to conduct a grade 2 assignment, gained understanding

③ If implemented next year, it should be SET to be implemented

④ It was confirmed that they understood the contents of this training according to the comments from the participants.



### 3. Review

This was the first training in Cambodia in 3 years, and the remote training was the first attempt. The training was held for a week from October 18th to 22nd, 2021 at the studio in Nishi-Hachioji, Tokyo. During the training, there were some power outages occurred in Cambodia and caused interruption, but the SAT was successfully implemented without any major troubles. This SAT was conducted for the first time based on the grade-2 assignments, but since all the participants (initially 12 members were on the list but actually there were 8 participants) previously attended to SAT of grade-3, I explained the details focusing on the different tasks from grade 3 assignments. I think they gained good understanding while many questions were asked and answered. If there is an opportunity for next year in Cambodia, I hope SET will mainly be implemented.

### 4. Questionnaire Results

<SAT>

- ◆Participants: 8 (Respondents: 8)
- Satisfaction level:           Very satisfied =6                           Satisfied =2
- Usefulness level:            Very useful =7                               Useful =1
- Needs of continuation:    Must continue =6                           Should continue=2

**【Improvements and proposals】**

- I want this training to be continued next year.
- I want an expert to come to Cambodia for the trial.

**【Opinions / comments / preferred trades for the future】**

- Power Distribution and Control Panel Assembly (6)
- Motor winding
- I want training at all grades of Power Distribution and Control Panel Assembly to be carried out to develop the human resource in Cambodia.

**◆Manager: 1 (Respondents: 1)**

Needs of continuation: Must continue =1

**【Improvements and proposals】**

None

**【Opinions / comments / preferred trades for the future】**

- I want SESPP training to continue next year.