



Progress and Achievement

Skills Evaluation System Promotion Program February 28th, 2023

(A) Skills competition

Why Important?

- Through Skills competitions, further improvement of the skills, social status, and reputation of the skilled workers are expected, which will contribute to building momentum for respect for skills
- Social foundation for people to become skilled workers with pride sought to be build.

Expected Outcomes

- Development of the experts who can implement and operate the competition by transferring of know-how of implementation, operation, assessment and marking
- Enhancement of the skills required for competition and encourage to challenge new trades by focusing on demonstrations by Japanese experts and the implementation of mock competitions

Achievements

- In Vietnam, the first competition seminar(Information Network Cabling and Plastic Die Engineering) was implemented in FY 2021 by online. The benefits of online seminar due to the impact of COVID-19, many people were able to participate in the seminar across Vietnam.
No training course was implemented in Vietnam during FY 2022.
- In Cambodia, the first competition seminar(Information Network Cabling) was implemented in FY 2021.
In FY 2022, we implemented onsite trainings on the job trade “Information Network Cabling”, for a total of three times.
Two onsite trainings were implemented by dispatching Japanese experts to Cambodia, and Collaboration Training Course was conducted by inviting Cambodian instructors to Japan.

(A) Skills competition (Flow Chart)

Seminars

Assessment and Marking Method (AMM)

Development of Test Projects (DTP)



✓ Mock competition
✓ Certificate of Completion



Goal setting varies

depending on the current situation of each country, job trade, requirement etc.

for example,

- National Skills Competition
- ASEAN Skills Competition
- WorldSkills Competition



Support for Japanese-Style Skills Evaluation in Cambodia

Workers without training : poor productivity



1. Practical Training on Electrics with the support of MoLVT



2. Introduction of Japanese-Style Skills Test

Training of skills assessors, developing test projects → test trials

Sequence Control, Power Distribution and Control Panel Assembly, and
Electrical System Maintenance

Compatible to the National Skills Test in Japan



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

Skills Evaluation System Promotion Program (SESPP) toward Goal Setting

A country, a Trade

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

Skills Evaluation Method Training (SEM) + Skills Assessors Training (SAT)
→ Skills Evaluation Trial Testing (SET)

2nd Stage: Verification of the SESPP 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

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

SEM + SAT → SET + Evaluation of Assessors Level

4th Stage: Verification of the SESPP 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

Repeat

Finalize

Repeat

Finalize

Electrical
System
Maintenance 2

Power
Distribution
and Control
Panel
Assembly 2

Sequence
Control 2

Build the Skills Evaluation System at National Standard, and Implement National Skills Evaluation Testing & Certification

Major Components of SESPP

Annual Consultation Meeting



(A) Skills Competition

1) Development of Test Project (DTP)

To transfer know-how of skills to develop the test project, guidelines and assessment scheme required for implementing the competitions such as National Skills Competition, ASEAN Skills Competition and WorldSkills.

2) Assessment and Marking Method (AMM)

To develop HR who can implement and operate the competition by transferring of know-how of implementation, operation, assessment and marking method.

To enhance the skills required for competition and encourage to challenge new trades through the Japanese expert's demonstration and the implementation of mock competitions.

(B) Skills tests

1) 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

2) Skills Assessors Training (SAT)

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

3) Skills Evaluation Trial (SET)

Conduct skills tests at local institute/ training center.-prospective assessors, examinee



Public-Private Joint Committee Meeting

Record of SESPP in Cambodia for FY 2022

	Oct.2022	Nov.2022	Dec.2022	Jan.2023	Feb.2023
Power Distribution and Control Panel Assembly Grade 2 at ITI			SAT/SET Dec.19-23 Assessor: 10 Examinee: 4		
Sequence Control Grade 2 at PPI	SET/SAC Oct.17-21 Assessor: 7 Examinee: 6				
Electrical System Maintenance Grade 2 at NTTI				SAT/SET Jan.9-13 Assessor: 7 Examinee: 3	
Information Network Cabling AMM at NPIC			AMM Dec.19-23 Participants: 5 Observers: 3	AMM Jan.23-27 Participants: 6 Observers: 4	
Information Network Cabling CTC in Japan		CTC Nov.2-11 Participants: 6			
Mechanical Inspection Grade 3 at NPIC					SAT/SET Feb 20-24 Assessor: 12 Examinee:

Remarks: 28 February 2023 Public - Private Joint Committee Meeting @ MoLVT

Achievements of SESPP in Cambodia for FY 2022

- Contribute to Develop National Skills Testing System according to the schedule of FY 2022



Tasks raised at the annual consultation meeting

- The milestone of national skills testing of each trades
- Introduction of Skills Competition Seminar as a new seminar



Results of implementation

- Power Distribution and Control Panel Assembly Grade 2 (SAT/SET)
- Sequence Control Grade 2 (SET/SAC) ➡ **7 certified assessors were born.**
- Electrical System Maintenance Grade 2 (SAT/SET)
- 2 times AMM and CTC on Information Network Cabling

2020

2 seminars (SEM)
2 trial (SET)



2021

2 seminars (SAT)
2 trials (SET)



2022

5 seminars (SAT, AMM)
4 trials (SET)



*** Seminar: SEM, SAT
Trial: SET

Progress toward Nationalizing Trade Skill Test

- Power Distribution & Control Panel Assembly, Grade 3 and Electrical System Maintenance, Grade 3 and Sequence Control Grade 3 and 2 are expected to become National Trade Skills Testing & Certification

Sequence Control Grade 2 SET & SAC



Power Distribution and Control Panel Assembly Grade 2 SAT & SET



Electrical System Maintenance Grade 2 SAT & SET



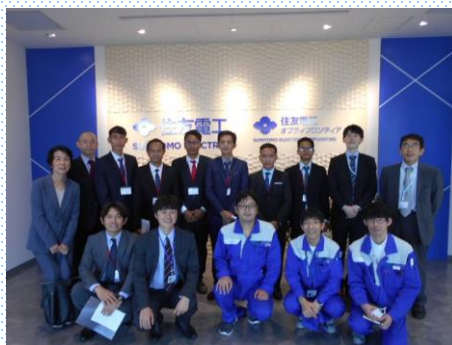
Information Network Cabling AMM (1)



Information Network Cabling AMM (2)



CTC – Information Network Cabling



Mechanical Inspection Grade 3 SAT & SET

