

SKILLS EVALUATION SYSTEM  
PROMOTION PROGRAM (SESPP)  
**REPORT ON THE TRAINING SESSION  
IN CAMBODIA**

Experts	Mr. HAGIUDA Yukio, Kowa Electric Industry Co., Ltd.
Period	Monday, December 19, 2022 ~ Friday, December 23, 2022
Venue	Industrial Technical Institute (ITI) Phnom Penh City, Kingdom of Cambodia
Training course	Skills Assessor Training (SAT) · Skills Evaluation Trial (SET)
Trade & Grade	Power Distribution and Control Panel Assembly, Grade 2

**January, 2023**

# Outline of Results

## 1. Number of Participant

**<SAT>**

**Participants: 10    Completed participants: 10**

**<SET>**

**Assessors: 10    Examinees: 4    Successful applicants: 0**

## 2. Schedule

Date & Time	Guidance content
Dec. 19 <sup>th</sup> (Mon) 8:30~16:00 (All local time)	<p>[Opening ceremony]            Opening ceremony held at ITI with the attendance of related parties (including H.E. Chin Tara, ITI Director)</p> <p>[Orientation]            ① Opening Remarks - Skill Assessor Training (SAT) (Mr. Oshite, Mr. Hagiuda)            ② Attendance check based on list of participants (list of 10 people)            ③ Self-introduction (2 new participants only)            ④ Training schedule confirmation</p> <p>[Explanation of SAT-SET Grade 2 Preparation list]            - Since this is a newly created training material for this training course, we explained the details of the SAT-SET Preparation list.            - SET, especially, requires a lot of preparation, therefore, we explained it in detail so that the participants could apply them in SET.</p> <p>[Explanation of Grade 2 practical test questions]            - We explained the Grade 2 practical test tasks, focusing on the differences from the Grade 3 (We confirmed that the placement of indicator lights and push button switches is in line with the Japanese skill test.)</p> <p>[Explanation of the Grade 2 practical test implementation guidelines]            - We explained the implementation guidelines for the Grade 2 practical test, focusing on the differences from the Grade 3.</p> <p>[Explanation of Grade 2 practical test scoring criteria and guidelines]            ① The scoring criteria are basically the same as Grade 3.            ② We explained that scoring was based on a deduction method from 100 points.</p>
Dec. 20 <sup>th</sup> (Tue) 8:30~16:00	<p>[Continued from the previous day Grade 2 practical skill scoring criteria and guidelines]</p> <p>[Training session on Scoring method]            [SET roles assignment]            All participants were given the same roles as in the SET, and we conducted training session on scoring method based on the practical test tasks prepared in advance (we confirmed the roles of each participant, scoring method, sum up method, etc.)</p> <p>[Confirmation of SET preparation status using the assessor check sheet]            Using the assessor check sheet, check the preparation status based on the list while looking at the site and the actual objects.</p>

	<p>[Preparation for SET theoretical test including reception, etc.]  Check the preparation status of SET theoretical tests, including reception, etc. while looking at the site and the actual objects.</p>
<p>Dec. 21<sup>st</sup> (Wed)  8:30~16:00</p>	<p>[SET theoretical test – reception, explanation and implementation]</p> <ol style="list-style-type: none"> <li>① Implement the reception for theoretical tests according to each participant's role</li> <li>② The chief assessor explained the theoretical test method and conducted the theoretical test (The test questions were created by the expert with 25 true or false questions, 25 multiple-choice questions, total 50 questions: 1h45m)</li> </ol> <p>[SET practical test preparation]  A person other than the person in charge of the theoretical test prepared for the practical test while checking the SET preparation list and check sheet. (The chief assessor is the leader.) On the day before the practical test, the SET examinees will be explained the practical test arrangements.</p> <p>[SET Theoretical Test Scoring and Sum up]  After scoring and summing up the scores, the person in charge of the theoretical test reported to the chief assessor.</p>
<p>Dec. 22<sup>nd</sup> (Thu)  8:00~16:00</p>	<p>[SET practical test]  Each participants implemented their given roles.</p> <ol style="list-style-type: none"> <li>① Reception of examinees</li> <li>② Explanation of practical test schedule, precautions and how to set each device, etc.</li> <li>③ Practical test started</li> <li>④ Each participants implemented their given roles (assessor, assistant assessor)</li> </ol> <p>[Questionnaire survey with examinees]  By scanning QR code and filling in Google Form, the questionnaire would be automatically sent to the Secretariat.</p> <p>[SET practical test scoring]</p> <ol style="list-style-type: none"> <li>① The assessors implemented scoring (we gave guidance to them if we found anything missing or any mistakes)</li> <li>② Assistant assessor implemented scoring (we gave guidance to them if we found anything missing or any mistakes).</li> </ol>

<p>Dec. 23<sup>rd</sup> (Fri) 8:30~15:00</p>	<p>[SET practical test scoring – continued]</p> <ol style="list-style-type: none"> <li>① The assistant assessors implemented scoring. The assessors checked the packing tag to confirm the final non-conformity.</li> <li>② The content of the non-conformance described on the packing tag is transcribed into the scoring summary table. (This process must be double-checked to make sure there were no omissions or mistakes.)</li> </ol> <p>[SET practical test summing up]</p> <p>Calculate the subtotals from score summary table A to E, transfer them to the summary table, and write down the final score, pass or fail (implemented by double check).</p> <p>[SET overall score summing up &amp; final result summary]</p> <p>The three assessors signed in all the Overall score summary table after they had confirmed them. (All entries in the summary table are written with indelible ballpoint pens).</p> <ol style="list-style-type: none"> <li>① The theoretical test questions this time included true or false questions (check mark (✓) if the statement was correct, and (x) if the statement was wrong) and multiple-choice questions. (Because this is the first time for Grade 2, the Japanese experts created the questions for SET purpose only: average score 46.5 points. It turned out that the examinees were not good at electrical parts of electrical equipment assembly problems, power measurement, electrical circuits, etc.</li> <li>② It was the first time in ASEAN that the SET Grade 2 practical test was held, and because it is considerably more difficult compared to Grade 3, all of the participants used the extension, and one examinee scraped the pass, the other two failed, and one was disqualified.</li> </ol> <p>[SET evaluation meeting (comments &amp; Q&amp;A)]</p> <ol style="list-style-type: none"> <li>① After 4 years, eventually we were able to implement SET Grade 2 in Cambodia. We explained in detail the lack of preparation for the practical test, the skill level of the practical test, room for improvement in the scoring method, etc., and all the participants understood including the new ones.</li> <li>② After listening to the feedbacks from participants, we could confirm that they understood the training.</li> </ol> <p>[Questionnaire survey with participant]</p> <p>By scanning QR code and filling in Google Form, the questionnaire would be automatically sent to the Secretariat. In the same way, we asked the local manager to fill in the questionnaire.</p> <p>[Closing ceremony]</p> <p>Closing ceremony held at ITI with the attendance of related parties (including ITI Deputy Director)</p>
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### 3. Review

Although the pandemic was not fully contained yet, the training course for Cambodia this year was held for the first time in 4 years at ITI over a week from 19th to 23rd December 2022. We had implemented SET Grade 2 since last year, but this was the first time for SAT Grade 2. It was very meaningful to be able to hold SET in Cambodia and I was very grateful for the support and cooperation from the parties involved (especially ITI). The difficulty level of SET Grade 2 tasks had considerably increased compared to Grade 3, and the examinees tackled both the theoretical and practical tests. However, I think that they need to further improve their skills. Moreover, the participants studied SET in a serious and diligent manner.

### 4. Questionnaire results

<SAT>

◆Participants: 10 (Respondents: 10)

Satisfaction level:	Very satisfied = 9	Satisfied = 1
Usefulness level:	Very useful = 9	Useful = 1
Needs of continuation:	Must continue = 6	Should continue = 4

**【Improvements and proposals】**

- I would appreciate it if you could arrange the training in a way that the participants can directly observe the tests in Japan.
- I would appreciate it if you could continue the training up to the Grade 1 level.

- There are no room for improvement because the expert has explained everything in detail.

**【Opinions, comments and preferred trades for the future】**

- I would appreciate it if you could continue the training up to the Grade 1 level. (6)
- Electrical Installation (3)
- Please provide training for all grades of Power Distribution and Control Panel Assembly.

◆ Manager: 1 (Respondent: 1)

Needs of continuation: Must continue = 1

**【Improvements and proposals】**

I would appreciate if you could continue the Program until Grade 2 assessors get certified.

**【Opinions, comments and preferred trades for the future】**

I would appreciate if you could implement training for assessors in the mechanical field.

Furthermore, I would like to ask for your support in improving the curriculum for the mechanical field at ITI.

< SET >

◆ Assessors: 10 (Respondent: 10)

Satisfaction level:	Very satisfied = 8	Satisfied = 2
Usefulness level:	Very useful = 10	Useful = 0
Improvement level:	Much improved = 6	Improved = 4
Needs of continuation:	Must continue = 9	Should continue = 1

**【Improvements and proposals】**

- If possible, I wonder if the Japanese side could support with crimpers and duct cutters next year.
- I would appreciate if you could support with providing tools and parts that are not available in Cambodia.
- If possible, I would like to be able to go to Japan and directly observe the tests in Japan.
- I would appreciate if you could implement the SAT Grade 1.
- I would appreciate if you could continue training activities in this job trade.

**【Opinions, comments and preferred trades for the future】**

- Electrical Installation (2)
- I would appreciate if you could continue this training course. (4)
- I would appreciate if you could continue the training up to the Grade 1 level. (3)
- Feedback control system

◆ Examinees: 4 (Respondents: 4)

Satisfaction level:	Very satisfied = 0	Satisfied = 4
Usefulness level:	Very useful = 2	Useful = 2
Needs of continuation:	Must continue = 1	Should continue = 3

**【Improvements and proposals】**

- I would appreciate if you could keep training us.
- If there is a similar trial test, I would appreciate if you could have the terminology translated correctly

and Japanese experts could train us one month before the trial test.

**【Opinions, comments and preferred trades for the future】**

- Electronics and electrical fields
- I would like to continue working in this area.
- I would like more guidance on the evaluation method.
- I would like to see you continue to work in this area and improve my skills.

◆ Manager: 1 (Respondent: 1)

Needs of continuation: Must continue = 1

**【Improvements and proposals】**

I would appreciate if the Secretariat makes recommendations to the Cambodian Ministry of Labor and Vocational Training to make this PDPCA a Cambodian standard. Moreover, in order for ITI participants to understand Japanese standards, I would want to kindly request you to support us with training activities for Cambodian teachers as well as the equipment necessary for the training.

**【Opinions, comments and preferred trades for the future】**

I would appreciate if you could conduct a training course on PLC for ITI teachers.