SKILLS EVALUATION SYSTEM PROMOTION PROGRAM (SESPP)

REPORT ON THE TRAINING SESSION IN CAMBODIA

Experts	Mr. MASUKO Toshiya, Ms. WATANABE Yuko
Period	Monday, February 3, 2025 ～ Friday, February 7, 2025
Venue	National Technical Training Institute (NTTI) Phnom Penh City, Kingdom of Cambodia
Training course	Skills Evaluation Trial(SET), Skills Assessor Certification(SAC)
Trade & Grade	Electrical System Maintenance, Grade 2

March, 2025

Outline of Results

1. Number of Participants

<SET>

Assessors: 6 / Newly certified assessors: 6

Examinees: 6 / Successful applicants: 2

2. Schedule

Date & Time	Content
February 3rd (Monday) 8:30～16:00 (All local time)	[Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)] 08:30～ ・Opening ceremony 09:30～ ・Explanation of the Test Procedure (Assessors & Examinees) Assessors confirmed examinees' preparatory training status ① PLC operation ② Wiring techniques on the test kit ③ Content and guidelines of theoretical test, etc. 11:30～ [Lunch break] (Assessors only from this point onward) 12:30～ ・Schedule Overview ・Review of issues from the previous two SETs and corresponding Improvements ・Nomination of the chief assessor for 2024 14:30～ ・Explanation of the check sheet by experts and participants' self-evaluation ・Review of pre-filled resumes and application form for assessor certification ・Collection of assessor training completion certificates
February 4th (Tuesday) 8:30～16:00	[Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)] 08:30～ ・Wiring Practice for Assignment 1 (8 units: 7 assessors + 1 instructor) 11:30～ [Lunch break] 12:30～ ・Program Development Practice for Assignment 1 (2023)
February 5th (Wednesday) 8:30～16:00	[Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)] 08:30～ ・Previous day's Assignment 1: Dismantling the wiring on the test kit ・Reviewing Assignment 2 requirements and setup (8 units) ・Creating defective wires, preparing relays, timers, and necessary supplies ・Cleaning and inspecting test kit and equipment (8 units) ・Sealing test questions ・Venue preparation (6 examinees + 2 backup units) 11:30～ [Lunch break] 15:30～ ・Final confirmation of operations
February 6th (Thursday)	[Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)] 08:30～ ・Practical test preparation ・Examinee registration ・Briefing

8:30～16:00	09:30～ ・Assignment 1 implementation (Standard: 10:20, Maximum time: 10:30) 10:30～ ・Assignment 2 Preparation & Break 10:45～ ・Assignment 2 implementation (Standard: 11:15, Maximum time: 11:35) 11:45～ [Lunch break] 12:45～ ・Theoretical test preparation ・Briefing 13:15～ ・Theoretical test (100 minutes, allowed to leave the room from 13:45) *Questionnaire survey for examinees only 15:20～ ・Scoring of theoretical and practical tests ・Sharing observations and reflections from the day
February 7th (Friday) 8:30～15:00	[Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)] 08:30～ ・Interview (20 minutes per person, 6 participants) ・Equipment cleanup and final arrangements 11:30～ [Lunch break] 12:30～ ・Discussion on Future Goals & Training Needs *Questionaire survey for assessor and local manager 14:00～ ・Closing ceremony, commemorative photo

3. Review

<Mr. Masuko>

After conducting the SAT two years ago and the SET last year, we held the SAC this time. Drawing from feedback on previous Grade 2 Electrical System Maintenance trainings, we designed and implemented a pre-practical test training program for the examinees. This initiative proved effective, with 2 of the 6 examinees passing. Specifically, 3 passed the theory test, 2 completed Assignment 1 successfully, and 4 cleared Assignment 2. Test scores have consistently improved, demonstrating the examinees' steady skill development.

As a step toward assessor certification, the instructor refrained from providing guidance on test administration. Instead, the team selected the chief assessor through a recommendation. All 6 assessors engaged proactively, showcasing strong teamwork and collaboration. Their performance clearly demonstrates their ability to conduct the skills certification test independently.

In many developing countries, manufacturing takes precedence, and equipment maintenance often follows a reactive approach—repairing only after a breakdown. However, transitioning to proactive maintenance will become essential, focusing on restoring equipment to its original state, implementing preventive measures, and preserving full functionality. We hope the skills assessors from this session will continue refining their expertise in facility management, achieve international recognition, and play a key role in expanding skills certification tests in Cambodia.

<Ms. Watanabe>

This year, we conducted the Grade 2 SET and SAC as the culmination of the past 2 years of SET and SAT. To prepare, we organized a preparatory course for the examinees in collaboration with relevant parties in Cambodia. We are pleased that, after completing the program, 2 examinees achieved high scores and successfully passed the test.

This time, the assessors demonstrated the results of their dedication to skill development, striving to become key figures in the skills assessment process. During the skill certification test,

they performed their roles independently, without requiring our guidance. Given this, the Grade 2 SAC conducted a thorough evaluation based on the check sheet for skills assessor certification, behavioral assessments, and individual interviews, confirming that all 6 assessors met the required standards. As a result, a strong foundation has been laid for promoting skills testing in Cambodia. We sincerely hope these certification tests will continue to grow and gain widespread adoption in the country.

Finally, we sincerely appreciate everyone who contributed to making this project a success.

4. Questionnaire Results

＜SET＞

◆ Assessors: 6 (Respondents: 6) (* 5-point scale)

Satisfaction level:	5: Very satisfied = 6		
Usefulness level:	5: Very useful = 6		
Improvement level:	5: Much improved = 5	4: Improved = 1	
Needs of continuation:	5: Must continue = 1	4: Should continue = 1	3: Neither = 3
	1: Must not continue = 1		

【Improvements and proposals】

・I would like to receive training on circuit reading and analysis.
・No specific suggestions, as the program continues to improve each year.

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

・I would like SESSP to introduce pneumatic system maintenance and machinery-related trades from Grade 3 to Grade 1.

◆ Examinees: 6 (Respondents: 6) (* 5-point scale)

Satisfaction level:	5: Very satisfied = 3	4: Satisfied = 3	
Usefulness level:	5: Very useful = 2	4: Useful = 4	
Needs of continuation:	5: Must continue = 2	4: Should continue = 2	3: Neither = 1
	2: Should not continue = 1		

【Improvements and proposals】

・Continuation of a training in this trade.
・Prior training
・Prior training for a week

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

・Electrical wiring
・Electrical System Maintenance Grade 1
・I would like SESPP to continue training in PIC (Programmable Interface Controller) and the current trade.
・Feedback Control
・PLC training

◆ Manager: 1 (Respondent: 1) (* 5-point scale)
Needs of continuation: 5: Must continue = 1

【Improvements and proposals】
・I am deeply grateful to the Japanese experts for their guidance, and I hope this training will continue.

【Opinions, comments, and preferred trades for the future】
・I would like to receive training in this trade up to Grade 1, as it would be a valuable new experience.