

SKILLS EVALUATION SYSTEM  
PROMOTION PROGRAM (SESPP)

**REPORT ON THE TRAINING SESSION  
IN CAMBODIA**

Expert	Mr. HAGIUDA Yukio, Kowa Electric Industry Co., Ltd.
Period	Monday, December 9th ~ Friday, December 13th, 2024
Venue	Industrial Technical Institute (ITI) Phnom Penh city, Kingdom of Cambodia
Training course	Skills Evaluation Trial (SET), Skills Assessor Certification (SAC)
Trade & Grade	Power Distribution and Control Panel Assembly, Grade 2

**January, 2025**

# Outline of Results

## 1. Number of participants

**<SET>**

**Assessors: 11 / Newly certified assessors: 11**

**Examinees: 4 / Successful applicants: 0**

**(Successful applicant of practical test: 1)**

## 2. Schedule

Date & Time	Content
<p>December 9th (Monday) 8:30 - 16:30 (All local time)</p>	<p>[Opening Ceremony] The opening ceremony took place at ITI with the presence of key stakeholders, including the ITI director and officials from the Ministry of Labour and Vocational Training (MoLVT)</p> <p>[Orientation]  <ul style="list-style-type: none"> <li>① Opening speech to commence the Skills Evaluation Trial (SET) and Skills Assessor Certification (SAC) by the expert.</li> <li>② Attendance check using the participant list, which included 11 individuals.</li> <li>③ Reviewing the training schedule.</li> </ul> </p> <p>[Explanation of the skills assessor check sheet and participants' self-evaluation] Explanation of the self-assessment method for SET using a skills assessor check sheet, based on the results of prior efforts.</p> <p>[Explanation of the Skills Assessor Pre-Training Textbook] To prepare for the SAC, a detailed explanation of the key and important points in the pre-training textbook was provided for skills assessors.</p> <p>[SET role allocation] SET roles assigned to all participants, designating 3 assessors (including 1 chief assessor), 8 assistants (including 1 chief assistant), 2 participants for the theoretical test, and the remaining participants for the practical test with specific responsibilities such as individual roles and scoring items.</p>
<p>December 10th (Tuesday) 8:30 - 16:30</p>	<p>[Preparation using the SET grade 2 preparation list] Each participant took charge of their designated role and carried out preparations.</p> <p>[Preparing the venue for the theoretical test] The participants confirmed the preparation status, including registration for the SET theoretical test.</p> <p>[SET practical test preparation] A team member other than the theoretical test lead handled the practical test preparations, following the SET preparation list and check sheet under the leadership of the assessor.</p>

<p>December 11th (Wednesday) 8:30 - 16:30</p>	<p>[SET theoretical test reception, explanation, and administration]</p> <ol style="list-style-type: none"> <li>① Each participant took charge of their designated role and conducted the theoretical test reception.</li> <li>② The assessor in charge of the theoretical test explained the testing method and administered the theoretical test (prepared by Mr. Hagiuda for this SET). The test consisted of 25 true/false questions and 25 multiple-choice questions, totaling 50 questions and lasted 1 hour and 40 minutes.</li> </ol> <p>[SET theoretical test scoring and scoring summary]</p> <ol style="list-style-type: none"> <li>① The designated assessor carried out the scoring and scoring summary of the theoretical test.</li> </ol> <p>[SET practical test preparation]</p> <p>Team members other than those responsible for the theoretical test prepared for the practical test using the SET preparation list and check sheet. The chief assessor provided instructions and explanations to the examinees regarding the practical test arrangements the day before the test.</p>
<p>December 12th (Thursday) 8:00 - 16:30</p>	<p>[SET practical test]</p> <p>Each participant took charge of their designated role and conducted the practical test.</p> <ol style="list-style-type: none"> <li>① Reception of examinees.</li> <li>② Explanation of practical test schedule, precautions, and equipment setup.</li> <li>③ Commencement of the practical test.</li> <li>④ Performance of each role (assessor, assistant assessor).</li> </ol> <p>[SET practical test scoring]</p> <ol style="list-style-type: none"> <li>① The assessors carried out scoring and clarified any unclear points on the spot.</li> </ol> <p>The assistant assessors carried out scoring and clarified any unclear points on the spot.</p>
<p>December 13th (Friday) 8:30 - 15:30</p>	<p>[SET practical test scoring and scoring summary]</p> <ol style="list-style-type: none"> <li>① The assistant assessor scored the test, and the assessor checked the tag to confirm the final non-conformity.</li> <li>② The non-conformities listed on the confirmed tag were recorded on the scoring summary sheet. (Both were double-checked to make sure there were no omissions or mistakes.)</li> <li>③ Once all three assessors had reviewed and confirmed the scoring summary sheets, they signed off on all of them (entries were made with indelible ballpoint pens).</li> </ol> <p>[Participant interviews and evaluation using the skills assessor check sheet]</p> <ol style="list-style-type: none"> <li>① Review by the expert on the overall SET process, assessment of detailed improvement points and collection of feedback, and opinions from the participants.</li> </ol> <p>[Questionnaire by the participants and manager]</p> <p>Participants and manager scanned a QR code and completed the questionnaire individually via FORMS.</p> <p>[Closing ceremony]</p> <p>The closing ceremony took place at ITI, attended by relevant stakeholders, including the ITI director and officials from the MoLVT.</p>



**Skills assessor check sheet  
Participant' Self-Evaluation**



**Theoretical Test**



**Practical test**



**Practical test**



**Scoring practical test**



**Closing ceremony**

### 3. Review

This year's training program in Cambodia marked the final phase, featuring the implementation of the Grade 2 SET and SAC.

As an expert, I have delivered comprehensive training for the trade of Power Distribution and Control Panel Assembly (PDCPA). Regarding my role in SAC Grade 2, I proceeded the evaluation while checking each item listed in the preparation, implementation and scoring/evaluation stages of the skill assessor check sheet individually, and finally conducted the final evaluation through interviews with all candidates.

I am confident that the Grade 2 SAC participants will become the leaders and driving forces behind this trade in Cambodia. With the necessary skilled personnel now in place, Cambodia is well-prepared to conduct skill assessments for PDCPA. I earnestly hope that Cambodia can establish its standards based on Japanese-style criteria and become the first ASEAN country to host domestic skills assessments for this trade. Finally, I would like to express my sincere gratitude to all stakeholders for their invaluable cooperation and support, which made the implementation of this trade's training in Cambodia possible.

### 4. Questionnaire Results

<SET>

◆ Assessors: 11 (Respondents: 11) (\* 5-point scale)

Satisfaction level:	Very satisfied = 10	Satisfied = 1
Usefulness level:	Very useful = 10	Useful = 1
Level of improvement:	Much improved = 7	Improved = 4
Needs of continuation:	Must continue = 5	Should continue = 6

[Improvements and proposals]

- The Khmer translation of the test questions was difficult to understand.
- I would like you to continue providing skills training sessions

[Opinions, comments, and preferred trades for the future]

- Pneumatic systems and CAD work.
- I would like you to continue supporting for this training program up to Grade 1 (6).
- I wish to receive training in Japan and observe the Japanese National Skills Competition.
- I would like to use this training as teaching material for my students; therefore, I request the provision of guidelines for this trade.
- I would like you to advocate to Japanese companies in Cambodia to recognize the evaluations of SESPP's SET examinees as a part of their hiring criteria.
- I would like you to provide materials on new skills for student instruction.

◆ Examinees: 4 (Respondents: 4)

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

[Improvements and proposals]

- I would like you to continue the training of this trade.

[Opinions, comments, and preferred trades for the future]

- PLC Programming (2)
- Motor Control
- I would like you to continue training for trades related to electrical equipment.

◆ Manager: 1 (Respondents: 1)

Needs of continuation:	Must continue = 1
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[Improvements and proposals]

- We would like examinees to have an opportunity to study the general content of the theoretical test questions in advance, along with a prior training.

[Opinions, comments, and preferred trades for the future]

- I would like you to provide skills training related to CNC, elevators, etc.