

# Progress and Achievement

**Skills Evaluation System Promotion Program**

**24 December, 2019**

# Support for Japanese-Style Skill Evaluation in Cambodia

Workers without training : poor productivity



1. Practical Training on Electrics  
with the support of MLVT and JICA Project



2. Introduction of Japanese-Style Skill Test  
Training of skill assessors, developing test projects → test trials  
Sequential Control, Electrical System Maintenance  
compatible to the National Skill Test in Japan

3. Training for the winner and the 2nd place of National Skills Competition  
to win the gold medal at WorldSkills ASEAN 2020.  
Electrical Installation



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

# Skill 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

Skill Evaluation Method Training (SEM) (Japan) + Skill Assessors Training (SAT) (Japan)  
→ Skill Evaluation Trial Testing (SET) (Local)

## 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 (Local) + SAT (Local) → SET (Local) + 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

Electrical  
Installation

Sequence  
Control

Electrical  
System  
Maintenance

Power  
Distribution  
Control  
Panel  
Assembly

Repeat

Finalize

Repeat

Finalize

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

# Major Components of SESPP

Annual Consultation Meeting



## **(1) Vocational Training Method (VTM)**

To improve skills by actual practice.

-vocational training instructor, prospective assessors, prospective examinees, etc.

## **(2) 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

## **(3) Skills Assessors Training (SAT)**

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

## **(4) Skills Evaluation Trial (SET)**

Conduct skills tests at local institute/ training center.

-prospective assessors, examinees



Public-Private Joint Committees

# Record of SESPP in Cambodia 2019

	FY2018	September, 2019	October, 2019	November, 2019	December, 2019
Sequence Control Grade 3  at PPI	<b>SAT</b> Dec. 11-13 <b>SET</b> Dec. 14-15  Assessor: 7 Examinee: 7	<b>SEM</b> Sep. 2-4 <b>SET</b> Sep. 5-6  Assessor: 7 Examinee: 9			◆Examinees 3 from <b>Fuji Furukawa E&amp;C</b> 1 from <b>Leopalace 21</b> 1 from <b>Sumi Cambodia</b> 4 from Institute
Electrical System Maintenance Grade 3 at NTTI	<b>SAT</b> Dec. 3-5 <b>SET</b> Dec. 6-7  Assessor: 9 Examinee: 7	◆Examinees 2 from <b>Minebea</b> 2 from <b>Marunix</b> 1 from <b>Rohto Cambodia</b> 4 from Institute			<b>SEM</b> Dec. 2-4 <b>SET</b> Dec. 5-6  Assessor: 8 Examinee: 9
Electrical Installation  at NPIC	<b>SET</b> Nov. 26-30  Assessor: 6 Examinee: 4				<b>VTM / SET</b> Dec. 16-20  Participant: 2 Observer: 8
Power Distribution and Control Panel Assembly Grade 3 at ITI	<b>SET/SAC</b> Jan. 15-18  Assessor:10 Examinee: 6	5 Assessors had been certified in FY2018 <b>[Next Stage]</b> Setting National Trade Skills Testing			Training for the winner and the 2nd place of National Skills Competition to win the gold medal at WorldSkills ASEAN 2020.

# Achievement of SESPP in Cambodia 2019

- Contribute to Develop National Skills Testing System according to the schedule of FY 2019

## Tasks raised at the annual consultation meeting

- Selection of the Assessment (Testing) Center in electrical field including the 3 model institutes collaborating to JICA's project ( NPIC, NTTI, PPI )
- Planning introduction of job trades in electrical field to national standards

## Results of implementation

- Assessor training/ lecture were carried out with collaboration to JICA's project.  
Electrical field: Sequence Control, Electrical System Maintenance and Electrical Installation
- With Electrical Installation, transferring of the know-how of the skills to implement the national skills competition at the level of WorldSkills ASEAN, from Japan to Cambodia.
- 10 examinees from 6 Japanese companies took the exam.  
(FY2018: 8 examinees from 4 Japanese companies)

### 2017

3 seminars (VTM, SEM, SAT)  
1 trial (SET, SAC)



### 2018

5 seminars (VTM, SEM, SAT)  
4 trials (SET, SAC)



### 2019

3 seminars (VTM, SEM)  
3 trials (SET)

## Progress toward involvement of Japanese companies in Cambodia

- Trials (exam) on SESPP was introduced at JBAC Manufacturing Meeting 3 times a year.
- 2 examinees from Minebea, 2 from Marunix and 1 from Rohto (total 5 examinees) took the exam on Sequence Control.
- 3 examinees from Fuji Furukawa E&C , 1 from Leoplace 21 and 1 from Sumi Cambodia (total 5 examinees) took the exam on Electrical System Maintenance.

# Sequence Control Grade 3 SEM & SET



# Electrical System Maintenance Grade 3 SEM & SET



# Electrical Installation VTM&SET

