## **Appendix 6 (Task 4) Technical Training**

6-1 Text Book of Training of Trainers (TOT)

6-2 Syllabi of Training Program in Regular Training Course

6-1 Text Book of Training of Trainers (TOT)

The Strengthening of Construction Quality Control Project

## Training of Trainers Program

## PLANNING OF TRAINING EVENT AND PRESENTATION SKILL

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#### The Strengthening of Construction Quality Control Project

#### Training of Trainers Program

#### PLANNING OF TRAINING EVENT AND PRESENTATION SKILL

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#### PART 1: PLANNING OF TRAINING EVENT

#### **1.1 Introduction**

#### 1.1.1 Institutional Capacity and Capacity of Individual Staff

Ability of an organization, such as MPWT, for accomplishing its business is usually called 'institutional capacity'. Institutional capacity is influenced by many factors as shown in Figure 1.

One of the important factors is work procedures and work tools. Work procedures include standardization, and guidelines/manuals which lead the staff to actually do the tasks in accordance with prescribed standard procedure. The 'Guideline' recently published by MPWT, for which this TOT is held, is an example of the guideline which directs staff of DPWT and other relevant organization to carry out the job in accordance with the standard procedures of road works.

Work tools include database/inventory. An example of database is the 'Standard Drawings of Bridge' which are now being planned in this Project.

Another important factor of institutional capacity is capacity of the staff of the institution. Capacity of staff as a group consists of the capacities of the individual staff and combination of them (team work). Capacity of an individual staff is influenced by several factors such as educational background, experience and morale/motivation. Training is also one of the factors influencing the capacity of staff.

The words 'capacity development' (or capacity building) and 'human resources development' (HRD) are often used almost as same meaning with the word 'training'. Particularly, the word HRD is often used covering wider range of concept than 'training'. The word HRD is used in Japan to refer all kinds of actions taken by an organization to upgrade the holistic capacity of staff, both as an individual and as a group, including scheme of career path.

In this text, the word 'training' or 'training event' will be used to mean actions or measures to improve capacity of an individual staff or particular group of staff. More detailed explanation of training is given in the following section.



(Note: Items in are those discussed in the Project)

#### Figure 1-1: Factors Influencing Institutional Capacity

#### 1.1.2 Types of Training

When someone hears the word 'training', he/she may think of a training event delivered to a group of a people who are allowed to leave their daily work place (called 'group training). However, there are various ways to improve one' capacity. Methods of improving one's capacity are usually categorized into those as shown in Figure 1-2. These methods are explained below:



**Figure 1-2 : Types of Training** 

#### (1) Self-Learning (Self-Development)

Before training is discussed, most basic way of improving one's capacity is learning by himself/herself. This fact is often overseen. Suppose that someone is assigned to a new position, he or she has to acquire knowledge/skill needed in performing daily tasks. This is usually done through learning by him/herself with assistance of available reference such as manuals/guidelines. Actually, self-learning is often very effective way of improving his/her capacity.

Encouraging self-development is also desirable to make training effective, because desire to improve his/her capacity is indispensable for trainees.

#### (2) Types of Training

So-called 'training' is usually classified into the following types:

- (i) By the place of training:
- On-the-job training (OJT): Training given in one's working place.
- Off-the-job training (OffJT): Training given outside of one's work place.

- (ii) By the number of participants (usually applied to OffJT)
  - Group training: Training where large number of trainees are trained together.
  - Individual training: Training given on individual basis.

These types of training are compared in the following tables.

	OJT	OffJT
Description	<ul> <li>Training given through day-to-day work in one's work place.</li> <li>Trainer can be trainee's manager or senior worker</li> </ul>	<ul> <li>Trainee is discharged from daily duties and allowed to participate in training.</li> <li>Usually implemented at location other than trainees work place (but can be in the same building).</li> </ul>
Advantage	<ul> <li>Usually efficient and effective because training is done through actual works.</li> <li>The outcome can be used immediately after completion of training.</li> <li>Cost is minimal and usually does not need special budget.</li> <li>Daily duties need not to be interrupted.</li> </ul>	<ul> <li>Trainee can concentrate in the training.</li> <li>Trainers can be selected from qualified persons.</li> <li>Due to above, training can be efficient and effective, and can be implemented in shorter period than OJT.</li> </ul>
Disadvantage	<ul> <li>Unless systematically planned, often interrupted/ignored when urgent works come in, or for any other reasons.</li> <li>Can be biased or have some problem if the knowledge of trainer (manager or senior worker) is biased.</li> </ul>	<ul><li>Daily duties need to be interrupted.</li><li>Need certain amount of budget.</li></ul>

#### Table 1-1: Comparison of OJT and OffJT

	Group Training	Individual Training
Description	<ul> <li>Large number of trainees are trained at the same time.</li> <li>Contents of training are decided before trainees are selected.</li> </ul>	<ul> <li>One trainee or small number of trainees are trained at one time.</li> <li>Trainee is selected first and outline of training is decided.</li> <li>Typical example is studying abroad for high-level education.</li> </ul>
Advantage	<ul> <li>Many trainees can be trained at one time.</li> <li>Cost per trainee is usually lower than individual training.</li> <li>Thus, effective when large number of people need to be trained on particular subject in a short period.</li> <li>Network of trainees is often created which later can help further improvement of trainees' capacity.</li> </ul>	<ul> <li>Level of training can be freely set based on the objective and level of trainee.</li> <li>Thus, high-level training, such as study of state-of-the-art engineering, is possible.</li> </ul>
Disadvantag	• Effectiveness and efficiency may not be uniform over all trainees.	<ul> <li>Number of trainee is limited.</li> <li>Therefore, not suitable when a large number of people need to be trained in a short period.</li> <li>Cost per person is high.</li> </ul>

Table 1-2: Comparison of Group Training and Individual Training

Although types of training are usually classified as above, there is no clear boundary between them. For example, OJT often needs to be supported by self-learning and actually self-learning is a part of OJT process.

Several different words, such as 'training', 'training event', 'seminar' and 'workshop' are used to mean 'group training'. Although there are no established definitions of these words, they are usually used as the following:

- The word 'training' is generally used covering both 'workshop' and 'seminar'.
- The word 'workshop' is used to mean a type of training where active participation of the audience (trainee) is encouraged.
- On the other hand, 'seminar' is often used to mean a 'conference-type' of meeting and participation of the audience is less than workshop.

In this text, these three words are used interchangeably.

#### 1.2 Planning and Implementation of Training Event

Like many other event, training event is planned, implemented and evaluated following 'Plan-Do-See' (PDS) cycle.



Figure 1-3: PDS Cycle of Training

Those steps of training are explained in the following sections.

#### 1.2.1 Training Needs

Whenever a training event is planned, there should be 'needs' for the training. Such needs may be identified through 'capacity gap assessment' such as done in the early stage of this Project. Another case of training needs is when a new rule, such as technical standard, manual or guideline, is issued. To let the all concerned people know that the new rule is now effective and let them effectively use it, it is necessary to deliver a training event.

#### 1.2.2 Planning

Planning of a training event can be divided into two steps; general plan and detailed plan or design as described below:

#### (1) General Plan (Outline)

First, the general plan, or the outline, of the training event needs to be defined. The general plan needs to be approved by an appropriate authority. General plan usually covers the following items:

- Objective
- Target group or participants
- Target level of achievement
- Teaching material or textbook
- Rough timing

- > Duration
- Candidates of trainers
- > Place: Such as Phnom Penh or Kandal? Etc

It is advisable to summarize the general plan in a tabular format as shown in Table 1-3.

Outline of Workshop on Guideline and Regulation			
Objective	To familiarize DPWT staff with the Guideline and Regulation		
Target Group	Working level staff of DPWT (Jr. engineers & technicians); Sr.		
	engineers and managers may participate		
Target Level of     1. Working level become familiar with the contents of			
Achievement	Guideline and Regulation and can refer when necessary in		
	their daily works.		
	2. In the future, they are expected to understand the process and		
	procedures of site management and quality control.		
Teaching Material			
Timing	4 <sup>th</sup> week of November 2010		
Duration	2 days		
Candidate Trainers	Mr. AA, Mr. BB,		
Place	Kandal DPWT		

This summary sheet can be used to explain and obtain necessary approval of the higher authority.

#### (2) Detailed Plan (Design)

After the general plan is approved, a detailed plan, or design of the training event, is prepared. A detailed plan usually covers the following items:

- ➢ Title and objective
- > Date
- > Participants
- > Program & schedule, including planning of lunch break & tea break
- ➢ Teaching material
- Venue & layout of table/chair
- Trainers & other key persons
- > Consideration on accommodation for the participants, if necessary
- Cost estimate & method of payment

A few key points of the above items are explained below:

#### <u>Program</u>

An example of a program is shown in Table 1-4.

Time	Program	Speaker	Remarks
8:00 - 8:30	Registration		
8:30 - 8:45	Opening Address	Mr. XX	
8:45 - 9:15	Pre-Test		
9:15 - 10:15	Chapter 1 – 3	Mr. YY	
10:15 - 10:35	Tea Break		
10:35 - 12:00	Chapter 4 – 7	Mr. ZZ	
12:00 - 13:00	Lunch Break		Move to Room AA
13:00 - 14:10	Chapter 8-10		

 Table 1-4: Example of Program

#### Layout of Table and Chair

Figure 1-3 shows typical layout of tables and chairs. One suitable for the planned training should be selected.



(3) Island

'Island' type is suitable when group discussion will be held, while 'class room' type is suitable for lecture.

#### <u>Trainer</u>

It is recommended to prepare more than one trainer for one subject for safety. The planned trainer may be unable to come due to unexpected reason such as traffic jam or sudden illness.

#### 1.2.3 Implementation

Implementation consists of three steps; preparation, implementation and evaluation.

#### (1) Preparation

After implementation of the training event is approved by the concerned authority, the preparation starts. In reality, there is no clear boundary between detailed planning/designing and preparation. In preparation, the following jobs needs to be done.

- Booking the room and decide layout of tables and chairs
- Sending invitation to the participants, including preparation of attendant list
- Confirm availability of the trainers, including agreeing on the contents that each trainer teaches
- Preparation (copying & binding) of teaching material
- Preparation of tools and equipments (see the check list below)
- > Arrangement of tea & food for breaks, and accommodation of participants as necessary
- Assignment of the staff for training, such as reception, time monitoring, provision of equipment/tool and 'microphone porter'
- Preparation of evaluation sheet etc

It is recommended to prepare a 'checking list' as shown in Table 1-5 and make it sure that all the necessary equipment, tool and materials are there. This is done on the day before the day of implementation of the training event.

Item		No.	Remarks
Equipment	D PC		
& Tool	□ Projector		Connection cable for PC
	□ Screen		Wall of the room can be substitute
	□ Extension cable		
	□ White board		Necessary for drawing simple picture etc
	□ Microphone & amp		May be equipped in the meeting room
	□ Laser pointer		
Stationary	□ Large-size paper		Can be used for various purposes
	□ Flip chart		
	$\Box$ A3 – A4 paper		
	□ Pen		
	□ Marker		
	□ Adhesive tape		
	□ Magnet		
Documents	□ Teaching material		
	□ Participants list		
	□ Evaluation sheet		
Others			

Table 1-5: Example of Check List of Equipment and Tool

It is recommended that 'Plan B' be prepared considering unexpected incident may happen. An example of such unexpected incidents is a trouble in the PC or projector. As much as possible, spare PC and projector should be prepared.

#### (2) Implementation

Once the training event actually begins, everything should be done in accordance with the plan. Time to time, however, unexpected incidents may happen. The person(s) responsible for the training event needs to make judgment to minimize the negative influence of the unexpected incident(s) on the training event.

#### (3) Evaluation

At the end of the training event, evaluation sheets are handed out to, and filled by, all the participants. The items to be typically evaluated are as follows:

- > Increase of the participant's knowledge on the subject and/or degree of understanding
- Teaching material
- Trainer's lecture
- Duration of the training event
- Usefulness

An end-of-training report should be prepared after the data of evaluation sheets are compiled and analyzed. End-of-training report should include the following information/data

- > General information (Title of the training and objective/target, date, venue, trainers etc)
- Program
- Participants list (actual)
- > Teaching material
- Cost (budget and actual expenditure)
- Result of analysis of evaluation sheets
- > Other relevant documents/information

These data/information are very useful when similar training will be planned in the future.

#### **PART 2: PRESENTATION SKILL**

#### 2.1 Basic Concept : Difference between Education in School and Training for Grown-Ups

In the classes of school, students often do not fully understand the importance of the lessons. On the other hand, in training for grown-ups who are actually working in an organization, participants (trainees) are aware of the importance of the subject of training. Therefore, one of the important tasks of the trainer of grown-ups is to stimulate the mind of 'participation' of the participants. This calls for creation of two-way communication between the trainees and between trainees themselves. Two-way communication can be introduced by the trainer through asking simple questions to the paraticipants.



Figure 2-1: Difference Between Class in School and Training for Grown-Up

#### 2.2 Presentation Skill

(Note: In this section, the word 'audience' is used almost as the same meaning with 'participant' or 'trainee'.)

#### 2.2.1 How to Speak

#### (1) SECSHALGTR

There are several key points for speaking which can attract the attention of the audience:

- ➢ Slow (Not fast)
- ➢ Eye Contact
- Stand & move
- ➢ Humor
- Audible (Loud)
- ➢ Gesture
- ➤ Tone
- ➢ Repeat

By combining the initials of these key words [Slow, Eye Contac, Stand & move, Humor, Audible (Loud), Gesture, Tone and Repeat], we get SECSHALGT (not SEXUALGTR). These initials should be always remembered whenever you are speaking in front of the audience. Short explanations on these key points are given below:

#### Slow

If a speaker talks too fast, it becomes difficult for the audience to understand. Therefore, speak slowly enough so that the audience can catch up and understand.

#### Eye contact

Do not look at screen or textbook. Look at the audience and let each audience feel that you are talking to him/her personally. You can know the response of the audience by looking at them and adjust your lecture. Eye-contact is essential for 'two-way communication'.

#### Stand and move

Do not sit on the chair and read the prepared material. By standing, gesture comes out naturally. Walk around the class room if the floor of the room is flat (without platform). By moving around the classroom, the lecturer can go near each one of the audience. This can promote two-way communication.

#### <u>Humor</u>

Talk without humor is like 'coffee without milk'. Humor can attract attention of the audience as well as 'wake up' the audience. Good joke spoken in the beginning of the lecture can make the entire lecture interesting. Followings are some hints for creating jokes:

Talk your personal experience, especially mistake, which is related to the subject of the

lecture.

• Talk a story that you found funny in recent TV news, newspaper, magazine etc which is related to the subject of the lecture.

#### Audible (loud)

Nobody can understand what you talk unless he/she can hear. Often volume of voice becomes soft towards the end of word or end of phrase. Speak loud enough up to the end of each phrase/word.

#### <u>Gesture</u>

Use gesture to emphasize important points. Gesture is not special thing. Speaker often use gesture without noticing. Effective use of gesture can make the lecture attractive and easy to understand.

#### Tone

Monotonous voice makes human being sleepy. Time to time change the loudness and pitch (tone) of the voice. Change tone to attract the attention of the audience.

#### <u>Repeat</u>

Important point should be repeated. Repeating is effective to let the audience memorize.

#### (2) Encourage Participation of Audience

To encourage active participation of the audience, it is recommended that ask simple questions on the topics, time to time. When one participant (trainee) is asked a question, other participants also think about the same question. Thus, the asking a question ca attract the attention of many participants.

[Example]

- What is problem if the compaction of base course is insufficient?
- What are the possible factors which disturb good compaction of soil?

Another way of encouraging audience participation is to let a few of the audience speak their experience. Once someone speaks his/her experience, other audience feel relaxed and start speaking. This is more effective if done in the early stage of the whole program.

[Example]

- Please tell an example that you have experienced about poor quality of pavement works. Please explain what was observed and the cause of the problem
- Please explain your experience of a problem regarding disagreement between you and the contractor on the condition of contract.

#### (3) Answering Question

Question is the sign of participation of the participants. It also shows that the questioner at least understands something of the lecture. Unless understand something, participants cannot ask question. Therefore, questions should be welcomed. The followings are some keys for encouraging and answering questions.

Say "thank you for the question' and/or 'it is a good question' to show that you (the lecturer) appreciate the question and encourage other participants ask question.

If the question is too difficult one to answer, you do not need to answer. You can simply say "I cannot answer here. I will check the rule (or reason, theory etc) (or ask my colleague who knows this matter better than me) when I will be back in my office and answer you through e-mail or telephone".

#### 2.2.2 Planning and Preparation of Lecture

Even a very experienced trainer, such as a college professor needs preparation before delivering a lecture. It is quite natural that a non-professional lecturer needs good planning and preparation. It is recommended to prepare a memo summarizing what are to be spoken in the lecture. Sometimes it is necessary and/or effective to write notes in the text.

#### (1) Planning of the Structure of the Lecture

Basic structure of the lecture needs to be diligently planned. Followings are the key points for planning the lecture.

- ➢ Review the text
- Plan the structure of lecture
- Concise
- Supplement to text
- ➢ Example
- Time allocation

#### **Review the text**

A lecturer needs to review and refresh the understanding of the teaching material. Reviewing the text is also necessary to plan the entire structure of the lecture, including time allocation and planning of supplementary explanations as explained below.

#### Plan the structure of lecture

Show the objective and contents of the lecture in the beginning

#### **Concise**

The lecture should be concise. The audience cannot memorize too many things in a limited time. Also, the audience do not know what is important. Quite often s lecturer who knows the subject very well tends to speak too much and often makes the audience confused. By speaking too much, the lecturer often runs out of time and cannot cover the some of the planned subjects. **Select** 'speak what' and **'not speak what'**.

#### Supplement text

This may sound somewhat contrary to what is explained above. No textbook can be perfect and some part of the text need supplementary explanation. A good example of this is a flow chart. A flow chart is used to show the general flow of work procedures. Good explanation is necessary to let the audience understand the chart.

#### **Example**

Examples greatly help the participants' understanding. Try to insert practical examples after explaining a theoretical subject. When LCD projector is available, photo or illustration (drawing) of the example greatly helps understanding of the audience.

#### **Time allocation**

Based on the time given to you, plan the time length given to each item that you speak. The lecturer should prepare a simple memo on time allocation and refer it during the lecture. It is recommended to take off the watch and place it on the desk so that the time is always in the eyes.

#### (2) Preventing the Audience from Falling Asleep

Participants tend to become sleepy after lunch. (Some training specialists call this time zone 'grave time'.) To prevent the participants fall asleep in the early afternoon session, the followings should be planned as much as possible:

- > Use early afternoon for exercise or group discussion
- Arrange site visit in the afternoon

If the above cannot be adopted, and a lecture is given in the early afternoon, the lecturer should try to encourage participation of the trainees by asking questions or by other means.

Another thing that a lecturer should keep in mind is that concentration of attention can be maintained only up to 40 - 50 minutes. If the lecture continues beyond 1 hour, the audience tend to be exhausted and fall asleep. This is why the time duration of classes of elementary school in Japan are usually 50 minutes and 10 minutes of break is given. If the lecture needs to continue beyond 50 minutes, the lecturer should try to let the audience refresh their state of mind when 45 - 50 minute has passed since the beginning of the lecture. Some hints for this are listed below:

· Speak some episode.

- Show slides (photos) related to the subject of lecture.
- Move to next topic of the lecture.

#### (3) Summarize (conclude) at the end of each session and repeat the important points.

It is often effective to summarize the lecture at the end by listing several (less than 10; preferably less than 5) important points. Such points should be selected so that the participant can later remember other subjects related to these important points. Summarizing also means 'repeating' and is effective to let the audience memorize the matter.

[Example]

- Maintain the water content of soil near the OMC during compaction. (Participants late remember not only OMC but also laboratory tests to determine OMC and compaction, these subjects are taught in the lecture.)
- Maintain the temperature of bitumen during pavement work.

#### (4) Rehearsal

It is always recommended to practice in front of somebody else and ask his/her opinion before the actual lecture. Rehearsal is also effective to check planned time allocation is adequate.

#### 2.2.3 Use of Audio-Visual Equipment

#### (1) Using Microphone

#### Prevent 'howling'

Often 'peeen' sound occurs especially the volume of sound from the speaker (machine; not lecturer) is too loud. This phenomenon is called 'howling. Howling occurs as the voice from the speaker is picked-up by the microphone and comes out of the speaker and this process is repeated in a short time. The best way to prevent/stop howling is to place the microphone to the backward of the speaker, or set speaker not facing the microphone, and minimize the sound being picked-up by the speaker. If Karaoke set is used, minimize 'echo'.





(2) Using Powerpoint

Nowadays, Powepoint is widely used in presentation. Powerpoint is a very strong tool in presentation, but it also has some disadvantage. Therefore, it is important to use it wisely.

- When writing sentences, do not write too many sentences in one frame: Maximum 10 lines in one frame (see examples below). If necessary, divide into two frames.
- > Do not use 'animation' too much: Take too long time between frames
- Do not rely on Powerpoint too much: Time to time, come back to the text and let the participants write note important points on the text. These points noted on the text help the participants remember the contents of the lecture when they will use the text. Also use of Powerpoint reduces 'eye contact' and tend to lead to 'one-way communication'.
- Use dark background color: White or other too light color make eyes of audience exhausted.



5.1 Contribution to the Growth of National Economy

- Through Reduction in Transport Cost and Time
- Certain Modern Industries Require Stable
   On-Time Delivery of Parts 
   Reduction in storage of parts

Bad Example

#### Good Example

Figure 2-3: Bad & Good Example of Powepoint Presentation

6-2 Syllabi of Training Program in Regular Training Course

Course No. 1	Subject: Standard	Guideline (SG)		
Objective:				
To let the working leve	el staff of MPWT and	provincial DPWTs understand the fundamentals		
of standard guideline				
Target Level of Know	vledge:			
Upon successful comp	oletion of this course,	trainees are expected to be able supervise		
Target Group & No. of	Participante:	Frequency:		
Engineer & Tec	hnician of provinci	l First Year: 1 time/vr		
DPWT: 50 person	s	Following Yrs: 1 time/vr		
	•			
Hand-out				
Teaching Material:		Trainer:		
1. Standard Guidelin	e	Project Counterpart		
2.				
Contents and Time A	llocation			
Day 1 (5 hrs)				
♦ Pre-test				
1. General				
2. Roles of the depar	tment concerned in n	naintenance		
3. Basic Survey and	Investigation			
4. Basic Design				
5. Preliminary Cost E	stimate			
6. Determination of C	Ceiling Amount			
7. Special Advance P	7. Special Advance Payment			
8. Detailed Investigation and Survey				
9. Detail Design				
10. Detail Cost Estimate				
11. Earth Works, Concrete Works, Asphalt Works				
12. Inspection				
13. IB performance Evaluation				
14. Question & Answe	14. Question & Answer and Discussion			
♦ Post test				

Course No. 2	Course No. 2 Subject: Regulation (RG)				
Objective:					
To let the working leve	I staff of MPWT and p	provincial DPWTs understand the fundamentals			
of regulation					
Target Level of Know	/ledge:				
Upon successful comp	pletion of this course,	trainees are expected to be able follow the			
procedure for force ac	count project.				
Target Group & No. of	Participants:	Frequency:			
Engineer & Tech	hnician of provincia	I First Year: 1 time/yr			
DPW I; 50 persons	S	Following Yrs: 1 time/yr			
Hand-out					
Teaching Material:		Trainer:			
1. Regulation		Project Counterpart			
2.					
Contents and Time A	Contents and Time Allocation				
Day 1 (3 hrs.)					
♦ Pre-test					
1. General Provision					
2. Basic Survey and D	esign				
3. Preliminary Cost Es	timate				
4. Negotiation					
5. Budget Confirmatior	5. Budget Confirmation				
6. Detail Survey and Design					
7. Detail Cost Estimate					
8. Final Negotiation for Project					
9. Contract					
10. Implementation					
11. Question & Answer and Discussion					
♦ Post test					

Course No. 3	ourse No. 3 Subject: Standard Drawing		
Objective:			
To let the staff of MPW	T and provincial DPV	VTs understand the fundamentals of standard	
drawing			
Target Level of Know	ledge:		
Upon successful comp	letion of this course,	trainees are expected to be able apply to force	
account project.		1_	
Target Group & No. of	Participants:	Frequency:	
Engineer & Tech	nnician of provincia	I First Year: 1 time/yr	
DPWT; 50 persons	3	Following Yrs: 1 time/yr	
Hand-out			
Teaching Material:		Trainer:	
1. Standard Drawing		Project Counterpart	
2.		-	
Contents and Time A	llocation		
Day 1 (1 hr.)			
1. Objective/Concept a	nd Outline of Standa	rd Drawing	
2. Technical term of str	ructural design detail		
3. Selection of structur	е		
4. Part 1 Road			
5. Part 2 (1) Pipe Culve	ert and Box Culvert		
6. Part 2 (2) RC Flat Slab Bridge and RCDG			
7. Part 2 (3) Pre tension Hollow Slab Bridge. Post tension Hollow Slab Bridge. Post tension			
T and I Girder Bridge			
8. Group discussion for particular issue			
9 Question & Answer			

Course No. 4 Subject: Database System Management			
Objective:			
To let the staff of MPWT & provincial DPWTs understand the fundamentals of database			
system			
Target Level of Know	vledge:		
Upon successful comp	pletion of this course,	trainees are expected to be able to put to	
practical use in future	works.		
Target Group & No. of	Participants:	Frequency:	
Engineer & Tech	hnician of provincia	First Year: 1 time/yr	
DPWT; 50 persons	S	Following Yrs: 1 time/yr	
Hand-out			
Teaching Material:		Trainer:	
1. Document Mana	gement Database	Project Counterpart	
USER Manual			
2. Computer			
Contents and Time A	llocation		
Day 1 (1 hr.)			
1. Concept of database	e system		
2. Content of database	9		
3. How to search the n	ecessity documents		
4. Touch and try the da	atabase system		
5. Question & Answer	5. Question & Answer and Discussion		

Course No. 5	Course No. 5 Subject: Test Method and Soil Mechanic			
Objective:				
To let the staff of MPW	T & provincial DPW	s have basic knowledge on laboratory test and		
field test.				
Target Level of Know	vledge:			
Upon successful comp	pletion of this course,	trainees are expected to be able to make the		
right decision for work	quality.			
Target Group & No. of	Participants:	Frequency:		
Engineer & Technician	n of provincial DPW	r; First Year: 1 time/yr		
50 persons		Following Yrs: 1 time/yr		
Hand-out				
Teaching Material:		Trainer:		
1. Standard Guideline		Laboratory/MPWT		
2. Construction Specifi	ication			
3. Design Standard (Pa	avement & Road)			
Contents and Time A	llocation			
Day 1 (5 hrs)				
1. Objective the labora	tory test and role of I	MPWT laboratory		
2. Test for related to ea	arthwork			
3. Test for related to pa	avement			
4. Test for related to co	oncrete			
5. Question & Answer	and Discussion			

Course No. 6	Subject: Safety Management & Road Safety									
Objective:										
To let the staff of MPWT & provincial DPWTs have basic knowledge on safety										
management.										
Target Level of Knowledge:										
Upon successful completion of this course, trainees are expected to be able to take care of										
safety concerns.										
Target Group & No. of	Participants:	Frequency:								
Engineer & Technicia	n of provincial DPW	Γ; First Year: 1 time/yr								
50 persons		Following Yrs: 1 time/yr								
Hand-out										
Teaching Material:		Trainer:								
1. Annual Report	from Handicap	In charge of Safety Management								
International Belgiu	ım (HIB)									
2. Traffic Law										
3. Manual of Road Sat	fety									
Contents and Time A	llocation									
Day 1 (5 hrs)										
1. Introduction of safety management and introduce accident data										
2. Traffic safety										
3. Safety at construction site										
4. Introduction of law s	systems									
5. How to apply the Manual										
6. Question & Answer and Discussion										

Course No. 7	Subject: Contract Management									
Objective:										
To let the staff of MPWT & provincial DPWTs have basic knowledge on contract										
management for civil works.										
Target Level of Knowledge:										
Upon successful completion of this course, trainees are expected to be able to consider the										
contractual issues during construction.										
Target Group & No. of	Participants:	Frequency:								
Engineer & Techniciar	n of provincial DPW	Γ; First Year: 1 time/yr								
50 persons		Following Yrs: 1 time/yr								
Hand-out										
Teaching Material:		Trainer:								
1.Fédération Inte	rnationale Des	In charge of Contract Management								
Ingénieurs-Conseils (FIDIC)										
2. Current Procuremer	nt Document3.									
Contents and Time A	llocation									
Day 1 (2 hrs)										
1. Objective the contra	ict management									
2. Current practice in MPWT										
3. Content and how to apply the FIDIC										
4. Question & Answer	and Discussion									

Course No. 8	Subject: Road Management System										
Objective:											
To let the staff of MPWT & provincial DPWTs understand the fundamentals of road and											
bridge inventory											
Target Level of Knowledge:											
Upon successful completion of this course, trainees are expected to be able to put to											
practical use in future works and to monitor road condition for road network.											
Target Group & No. of Participants: Frequency:											
Engineer & Technicia	an of provincial DPW	Γ; First Year: 1 time/yr									
50 persons		Following Yrs: 1 time/yr									
Hand-out											
Teaching Material:		Trainer:									
1.Road Manageme	ent and Decision	RID, RAMP in charge									
Support System (F	RMDS)										
2. Guideline for Regu	lar Inspection										
3. Project Information	Sheet										
Contents and Time Allocation											
Day 1 (2 hrs)											
1. Objective and appli	ication of inventory										
2. Introduction and us	age of RMDS system										
3. How to judge the Roughness (IRI), Surface Integrity (SII)											
4. Method of Regular Inspection											
5. Integration of inventory data											
6. Question & Answer and Discussion											

## **Appendix 7 (Task 5) Standard Drawings**

- 7-1 Sample of Standard Drawings
- 7-2 User's Manual for Data Searching System for Road and Road Structure Standard Drawings

7-1 Sample of Standard Drawings



## **Part-1 Road**

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	HIGHWAY/ ROAD CLASSIFICATION			ROAD CLASSIFICATION AND G						EOMETRI	e design	STANDA	RD			ASIAN HIGHWAY			
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	NUMBER OF LANES				DEPEND ON TRAFFIC VOLUME						DEPE	ND ON TR	AFFIC VO	DLUME		4 OR NORE	4 OR MORE	2	2
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		R. MOUNTA D. AREA T	NINEOUS (MT) YPÉ M	90	60	40	50	40	20	10	50	59	4	ot	20	40.40	50-70	60-60	30-60
		RIGHT DF WAY	RURAL	30-25 20-95							101	CCFICD			50-70	38-70	41-40	30-40	
		01.0 WI	<b>URBAN</b>	NOT SPECIFIED							NCT SP	EC FÆD			42-04	60-40	30-40	30-60	
		L 14	ANE (L.)	250.75	35	15	3.5	30	IS.81 Total find wat Long MDDH	15	15	35	34	38	101 at 140 war Ling war	1.11	350-	350-	1 60
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			UN TYPE I	54		30	•	-	-	4.0	30	25	2.0	•	-		<u> </u>		
		In Internation	LI TYPE N	5.0	33	25	•	·	-	35	25	24	15	-	-				
			U. TYPE DI	4.0	3.0	7.0	<u> </u>	·	-	3.0	20	13	10	· ·	-				
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		A**		evez 🛛					MERLITRY OF FUBLIC WORKS AND TRANSPORT					PRO	JECT	SECTION 2-002 READ CLASSIFICATION			\$2-80-042









# Part-2 Road Structure Vol.1 Pipe Culvert ( 3 x 1.5mDia. Pipe Culvert)











# Part-2 Road Structure Vol.2 Box Culvert (3Cell 3mx3m Box Culvert)













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