

A group of women, likely factory workers, are seated at a long table in a canteen, eating a meal. They are wearing orange uniforms. The background shows a large, open-plan kitchen or dining area with other workers. The text is overlaid on the left side of the image.

Improvement of workers' attendance rate at factory after soft skills based nutrition training

2018/02/07

International NGO SUSU (under registration process)

Senior manager of School Division
Nanako SUDO (Ms)

nanako@kamonohashi-project.net / +855-77-642-843

The # of sick leave in 2014 & 2016



536

2014



163

2016



We empower young women to gain the life skills they need through handicraft manufacturing, paving the way for a bright future.



Problem Solving



Self management



Basic literacy



Self confidence



Work ethics



interpersonal

Vision: Ubiquitous Life skills training



SUSU Vision

LS Lifeskills

Our factory in Kchass, Soutnikum, Siem Reap



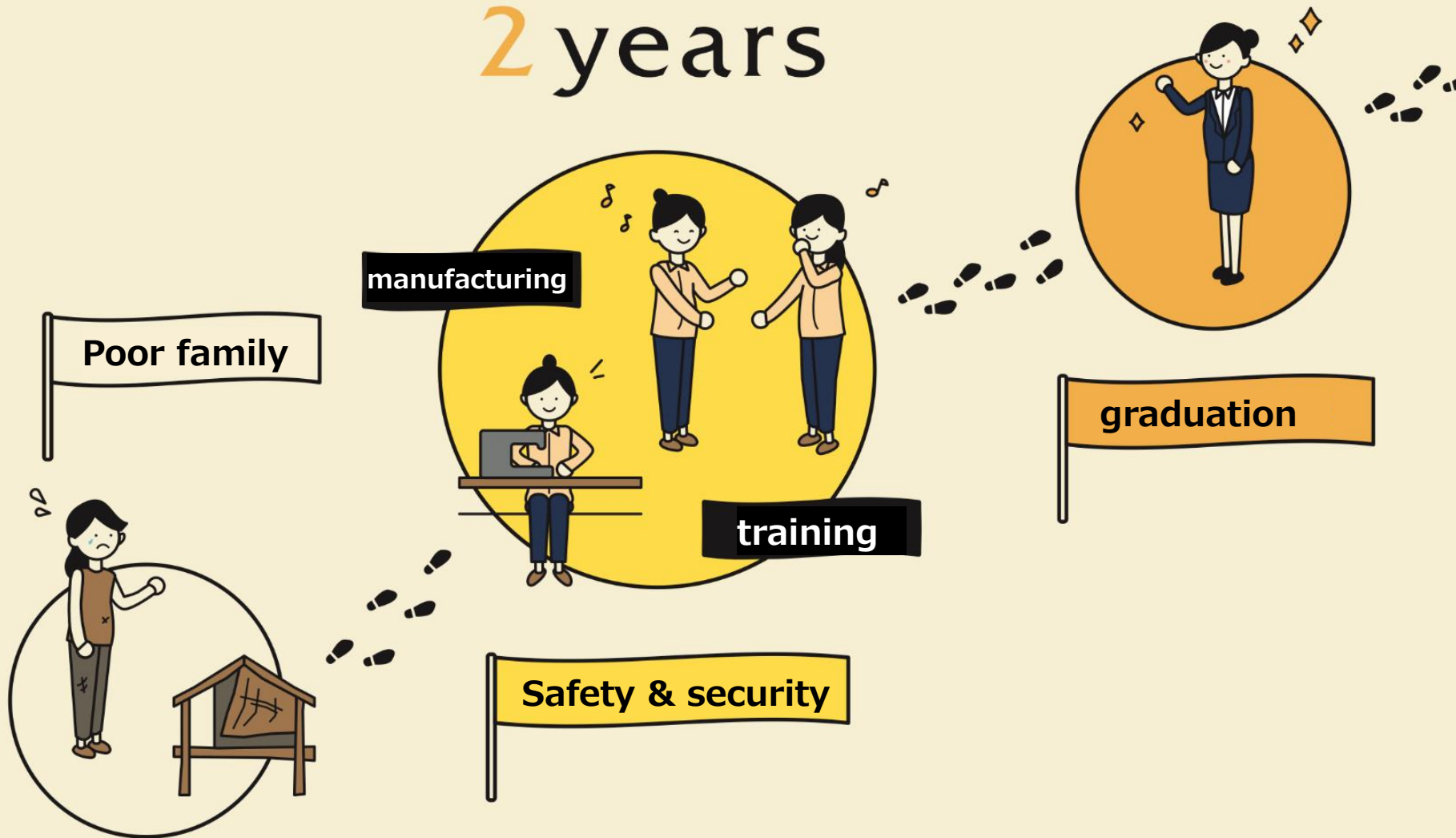
- 40km far from city center
- We started operation in 2008 (SUSU was born in 2016)
- Currently 62 full-time producers working with us

Core program: 2 years employment & life skills training

SUSU Journey



2 years



Out products and shops in Siem Reap & Japan

S A L A S U S U



Retail shop in Siem Reap



POPUP shop in Japan

Our trainers



Observe learning and improve quality

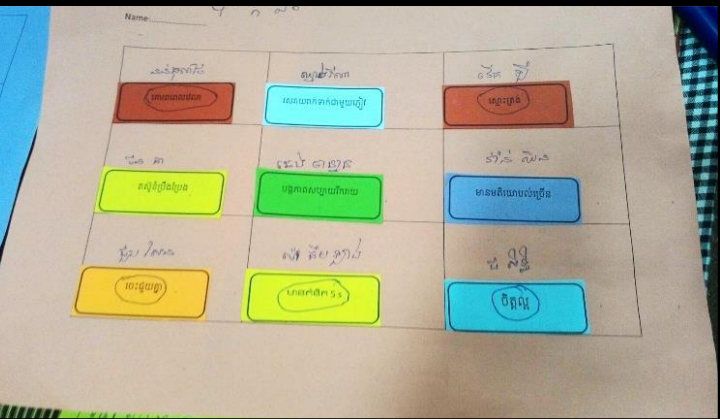


Counseling & interview

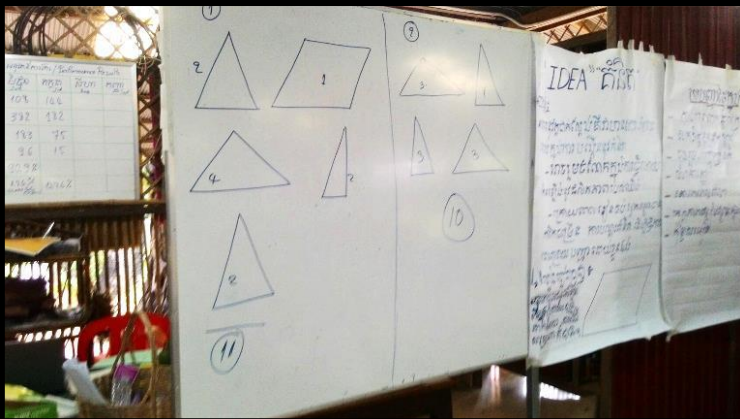


Training of trainers

Ref: 60+ training we have developed



[Interpersonal]
Find friends' good points bingo



[Problem solving] **Enjoy problem solving!** How many shapes can we get?



[Working ethics]
 Understanding "quality"
 Product quality is coming from each part and process by painting workshop

Popular



[Interpersonal]
How to feedback to others gently
 ※ actually the person in the right side in the picture feedbacks others too straight



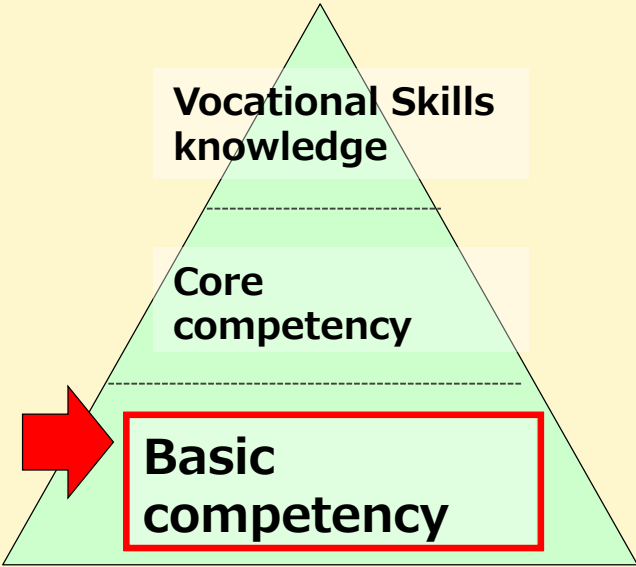
[Self management]
Anger management
 Emotion → Thinking → Action
 "Where does the emotion come from?" workshop

- **Soft skills are important foundation to make use of any knowledge**
- **How to bring behavior change is the most challenging part for any trainings**

Key successful factors for training

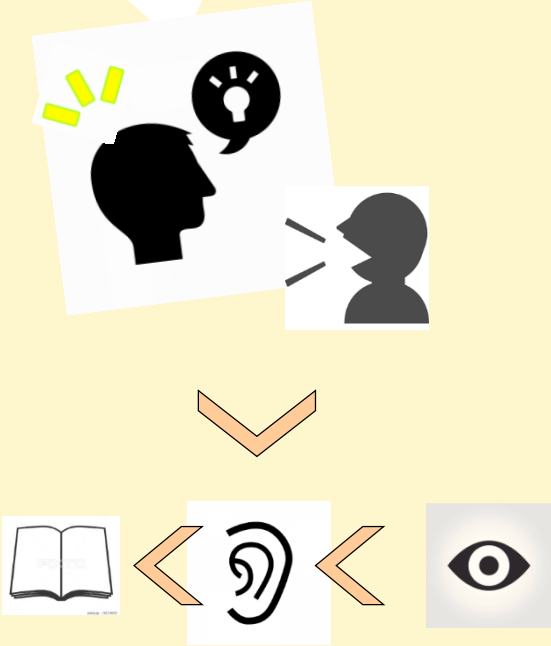
1. FOUNDATION first

No foundation, no skills



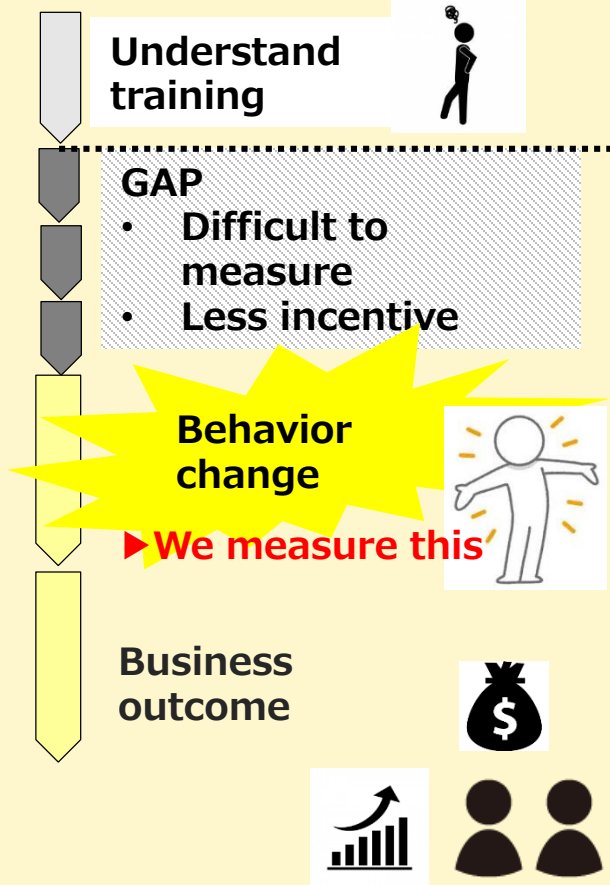
2. Experience matter

No more effective tools than Experience to learn !



3. Focus on Behavior change

Just understand is too weak to lead outcome.



Our Soft Skills based Nutrition training

Improvement in nutrition and health
by our canteen and nutritious training
for the ultra-poor

コミュニティファクトリーにおける給食・栄養活動を通じた最貧困家庭栄養改善プロジェクト

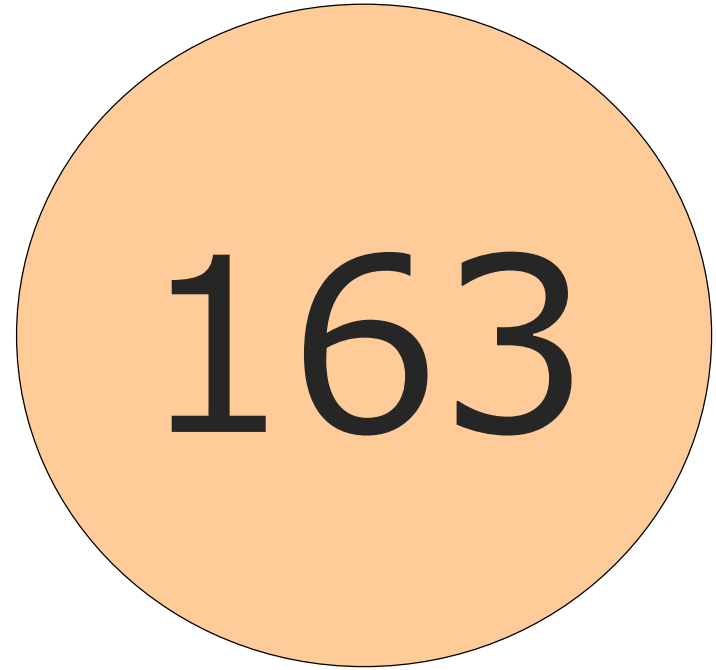
Phase1: 2014.4-2017.3

Phase 2: 2017.4-2020.3

The # of sick leave in 2014 & 2016

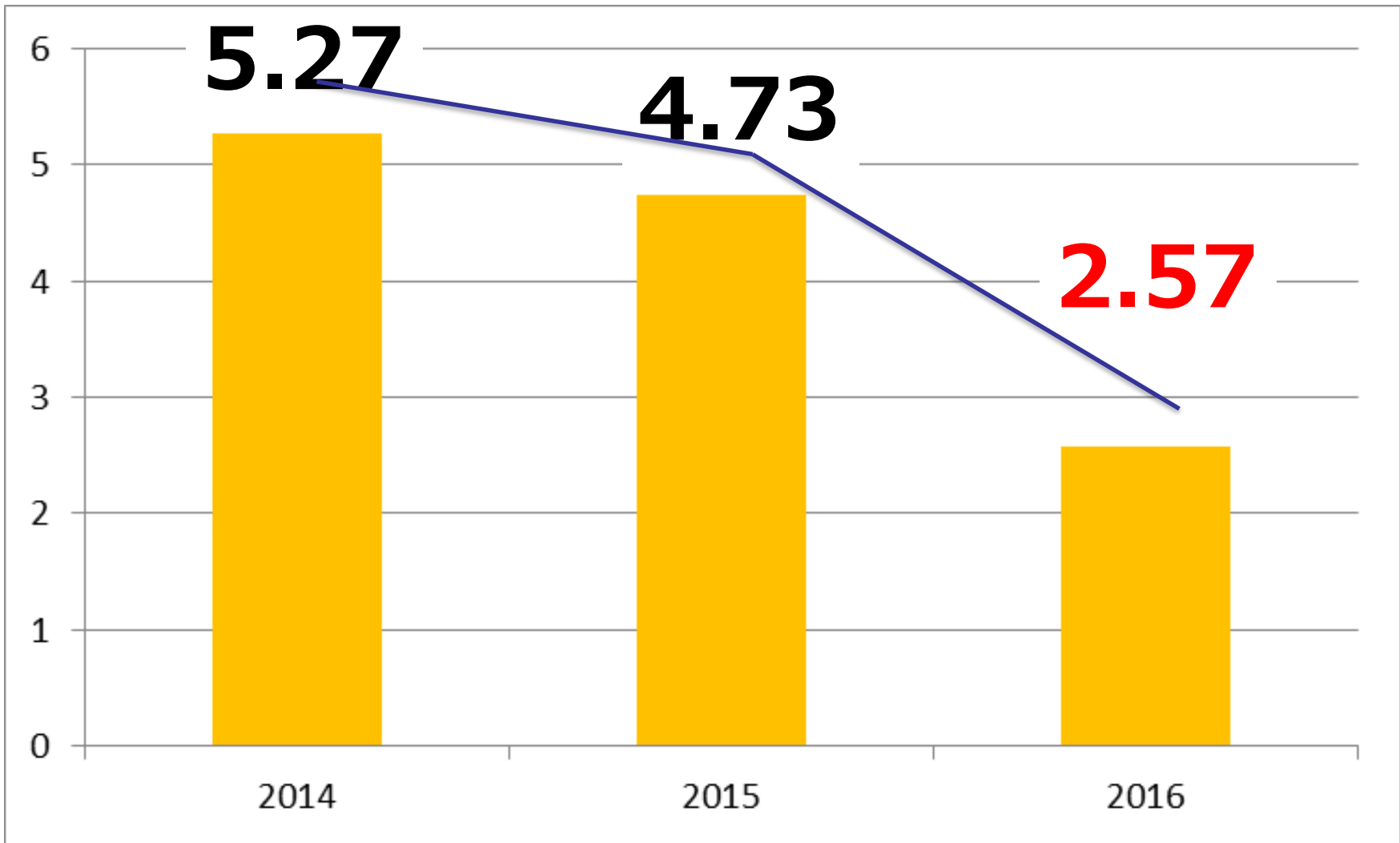


2014

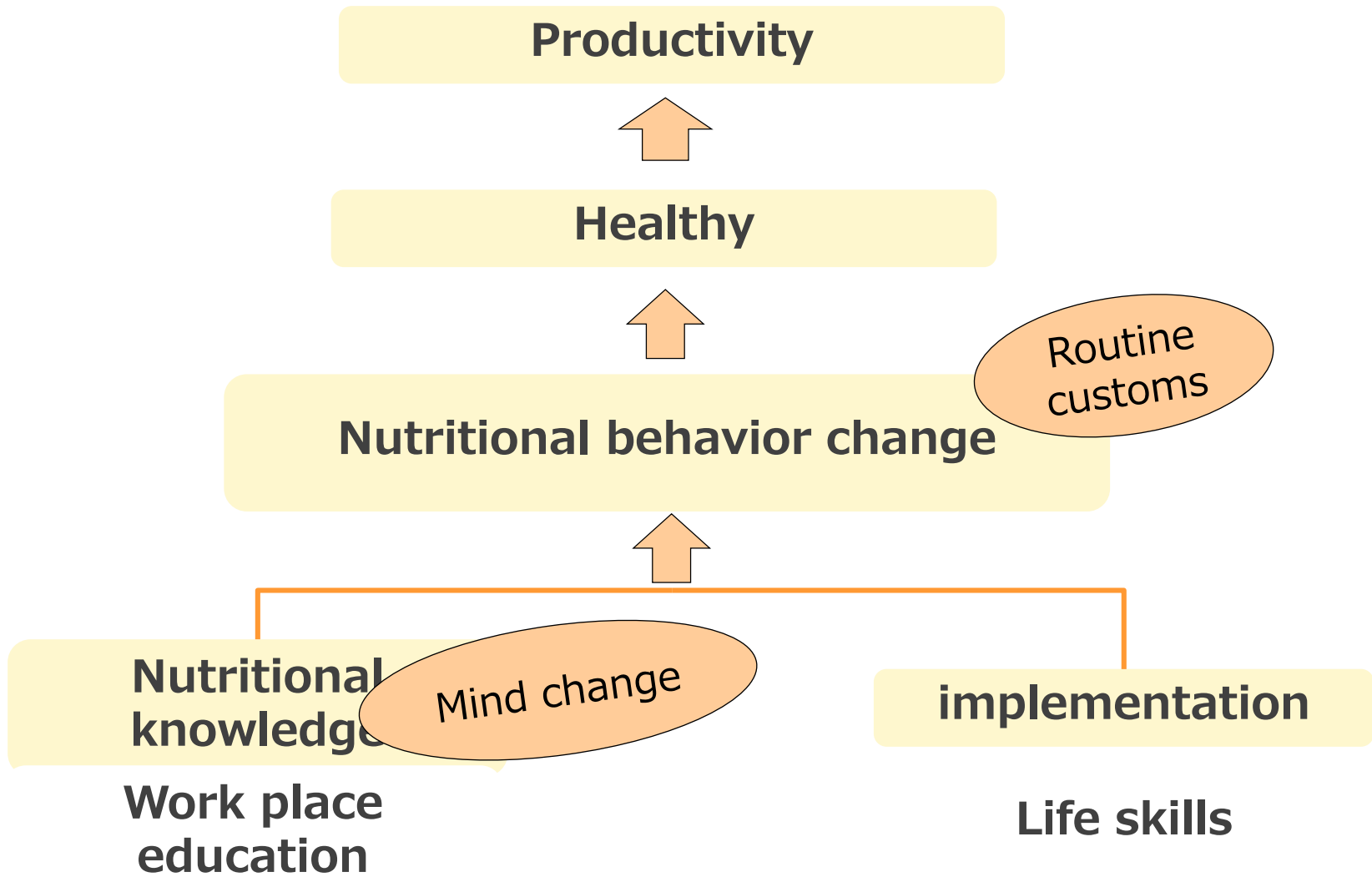


2016

The average for how many days each producer take sick leaves in a year



Our belief for mechanism to lead behavior changes



Life skills component × characteristic of work place

Life skills

6 components in our life skills



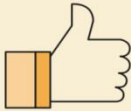
Problem Solving



Self management



Basic literacy



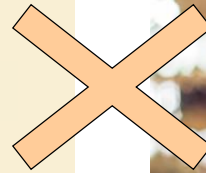
Self confidence



Work ethics



interpersonal



Work place



Our approaches – EVERYDAY, at canteen

We can offer a lunch at canteen. Everyday they get a chance to get training.

LUNCH × Training



Our approaches – EASY and Repeat

Basic image of well-balanced food composed of three color categorization.
 Reflect back again and again their diet by diary training



each food materials are writtendown along with the three categories:

	Menu			
Break fast
lunch
dinner

juice and snacks

comment for my diet

message for tomorrow

they put the sticker in case they ate the food materials with its categories

Our approaches – Effective & enjoyable training

- Not from teachers, but from co-workers would be more effective
- Enjoy learning together with friends

Effective & Enjoyable



To boost positive impact on household

- In order to lead stable behavior change, how to connect with soft skills training to increase the change at their home.

1) Introduce nutritional training contents into problem solving training


- How to overcome some of challenges that they face when they would like to introduce the menus
- To find out the strategy and solutions in order to overcome the challenges



2) Introduce home work and effective tools to boost impact

- Respond to the challenges that they do not have enough chance to talk about nutrition weekday
- Bring the tools to home and encourage the communication among family



A group of women, likely students or staff, are seated at a long table in a dining area. They are eating a meal consisting of white rice, a bowl of soup with various vegetables, and a small bowl of salad. The women are dressed in light-colored, possibly institutional, clothing. The background shows a large, open-plan dining area with other people seated at tables. The lighting is bright and natural, suggesting an indoor setting with large windows or an open-air structure.

Before My mother didn't use much vegetable. So, I tried to explain why we need to eat and how it is good for your health.

Before often eat fried one or dried foods. Now our family eat more soup with various vegetables.

Before I just eat what I want to eat. Now I consider what is good for our health.

Beyond our factories

- Lunch is common chance for wide range of people, and life skills are common agendas for all human beings.
- Expand our soft skills based training service beyond our factories to offer more chance for people to get better and healthier life

Training with other company



Workshop with Ministry of Labor and Vocational Training



Ref. organization detail

We are NGO providing life skills training for youth and run own social business in Cambodia

Organization profile

Name	International NGO SUSU (former: Kamonohashi Project Cambodia)
History	2002 Established in Japan as Kamonohashi Project (Registered in 2004) 2004 Start program in Cambodia 2008 Start Community Factory Program in Siem Reap, Cambodia 2016 launch SUSU brand 2018 Independent from HQ in JP
Office	Siem Reap, Cambodia / Tokyo, Japan
Program	- Life skills training school in Siem Reap - Ethical fashion brand SALASUSU - Life skills training & TOT for companies / NGOs / government
Web	- school.susucambodia.com - Brand site: susucambodia.com - Facebook /susufromcambodia
contact	info@salasusu.com
Staff	95 As of Sep 2017 - 30 staff (including 5 JP, 1 TW) - 65 producers
Budget	\$672,420 (FY2017) - 50% social business income

Grant history

- JICA Kusanone Partners
April 2014 – July 2017
- JICF
Apr 2012 – Mar 2019
- Ajinomoto International Cooperation Network for Nutrition and Health (AIN) Apr 2013 – Mar 2020



And more



Thank you for listening

