

Inter-regional Technical Forum on Skills for Trade, Employability and Inclusive Growth

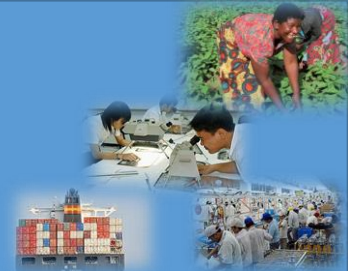
TVET and the STED Experience in Cambodia

Tep Navy
Deputy Director General
DGTVET, MoLVT

Siem Reap, Cambodia
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Outline



➤ Overview on TVET in Cambodia

➤ STED initiatives



1. Sector Selection: Light manufacturing and food processing surveys
2. STED Surveys of Enterprises and Training Service Providers
3. Competency standards development for priority occupations: Arc welding, Machining, Fruit and Vegetable Processing, Baking
4. Pilot competency-based training and internship

Cambodia



Predominantly young population

- The population was 14.96 million in 2013^(a), with more than half below 25 years old

Need for economic diversification

- The economy is dependent on four main sectors:

1. agriculture,
2. tourism,
3. construction and
4. garment manufacturing.



Vision of the Royal Government of Cambodia



To build a prosperous nation with long-term economic growth, sustainable and equitable development, enhanced livelihoods of people and reduced poverty incidence

-Rectangular Strategy Phase III (RS III) with focus on Growth, Employment, Equity and Efficiency

Socio-economic goal

2018

To achieve
**Lower-Middle
Income
Country**
status

2030

To progress to an
**Upper-Middle
Income
Country**

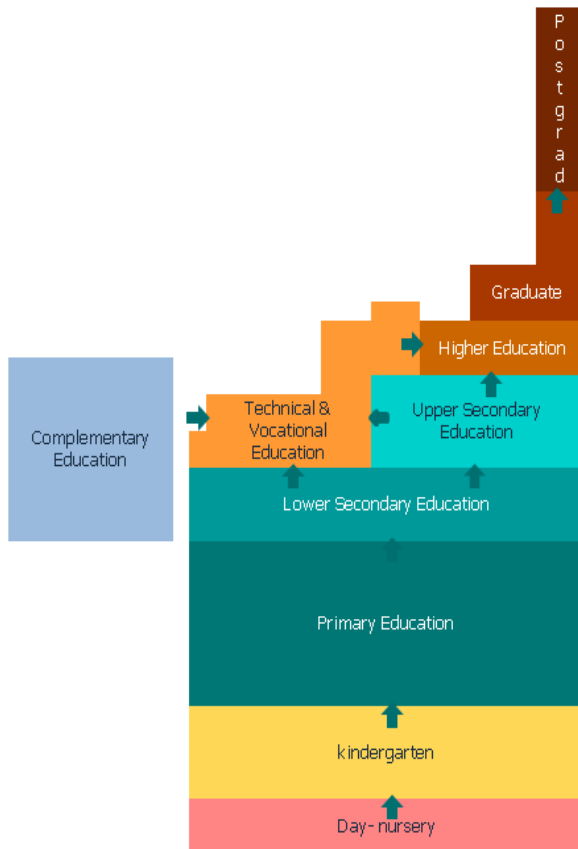
2050

To further
progress to a
**Developed
Country**

Therefore, the country
requires high-quality,
skilled and capable
human resources. TVET
has an important role to
play in accelerating the
industrialization of the
country

Overview of TVET in Cambodia

EDUCATIONAL STRUCTURE



TWO TRACKS POLICIES FOR TVET

Track 1

Poverty Reduction by providing basic skills for the rural poor to improve family's income.

Track 2

Supporting Industrial Development by providing higher level skills as requested by industry.

Cambodia Qualifications Framework

Level	Technical and Vocational Education and Training	Higher Education
8	Doctoral Degree of Technology/ Business Education	Doctor
7	Masters Degree of Technology/ Business Education	Masters
6	Bachelor of Technology/ Business Education	Bachelors
5	Higher Diploma of Technology/ Business Education	Associate Degree
4	Technical and Vocational Certificate 3	
3	Technical and Vocational Certificate 2	
2	Technical and Vocational Certificate 1	
1	Vocational Certificate	

TVET PROVIDERS (MLVT)

- TVET has 39 Institutes and Centers serving 25 provinces offering programs from basic skills training to advanced degrees.
- 24 NGOs and 43 Private Training Institutions
- Various government ministries have staff training colleges.

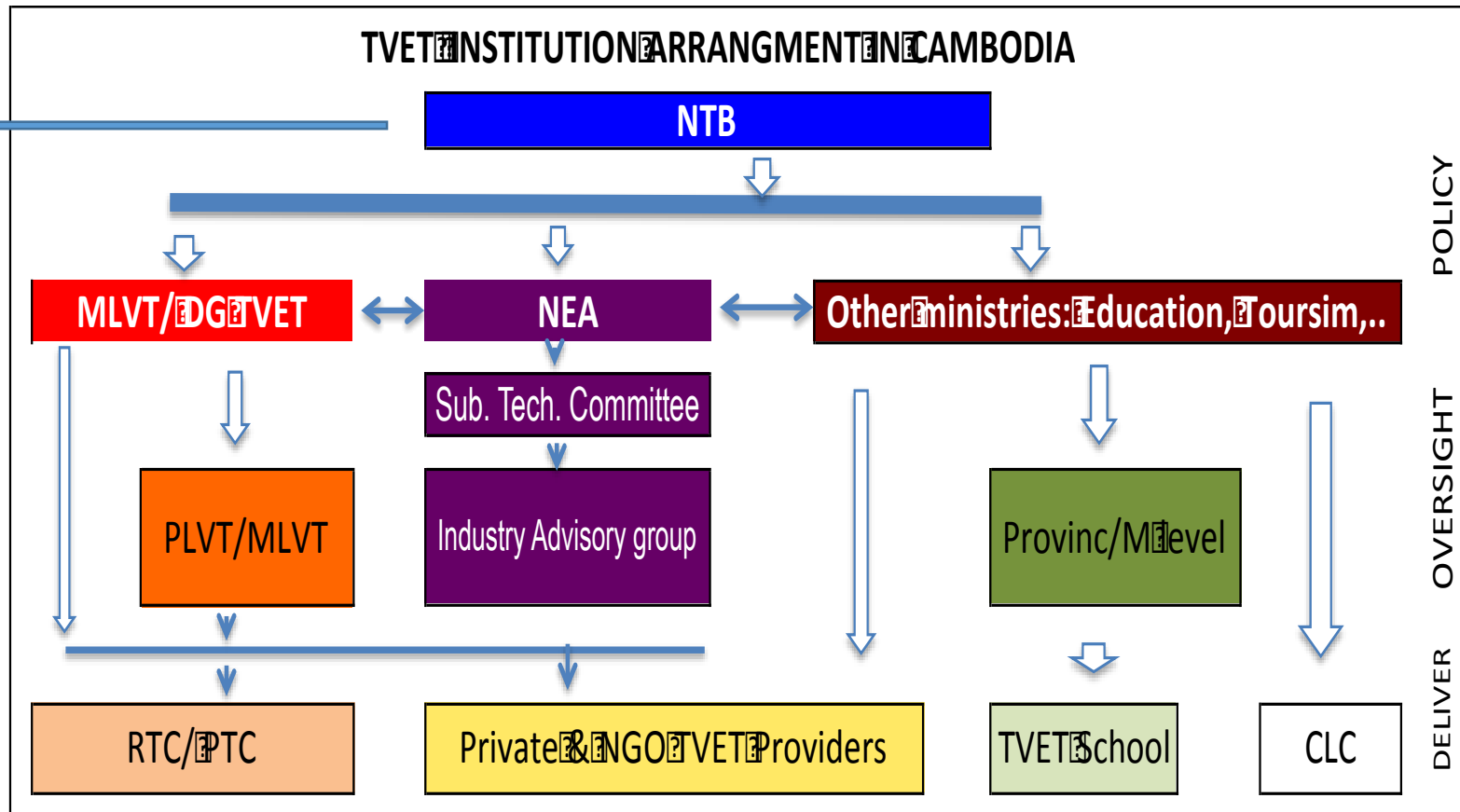
STRATEGY DIRECTION

- 1-Developing of qualified and competent technical human resources
- 2-Expanding TVET to make it more accessible and equitable through out the country
- 3-Improving the Quality and Management of TVET services
- 4-Promoting Public-Private Partnership (PPP)

TRENDS AND DEVELOPMENTS

- Flexible TVET system with multi entry and exit opportunities
- Establishment of provincial training centers to improve access for remote populations
- Community-based, short-term mobile trainings for rural populations
- Long-term national plan and national policy to develop TVET in place
- Most TVET institutes have industrial liaison unit
- Skills demand analysis to improve the match between TVET and labour market demands
- Decentralized management system including a National Training Board, Advisory Industry Technical Committee and Provincial Training Board
- Decentralization of implementation of training programmes to different providers, including private providers such as NGOs, through National Training Fund.

TVET Institutional Arrangements in Cambodia



Cambodia's TVET Strategic Governance Structure: the 32 members of NTB include representatives from the other Ministries offering TVET training, as well as from the private sector, employees, training providers, industry organizations, and NGO's.

TVET Institutions- Registration under MLVT

39 Publics
43 Privates
24 Association/NGOs

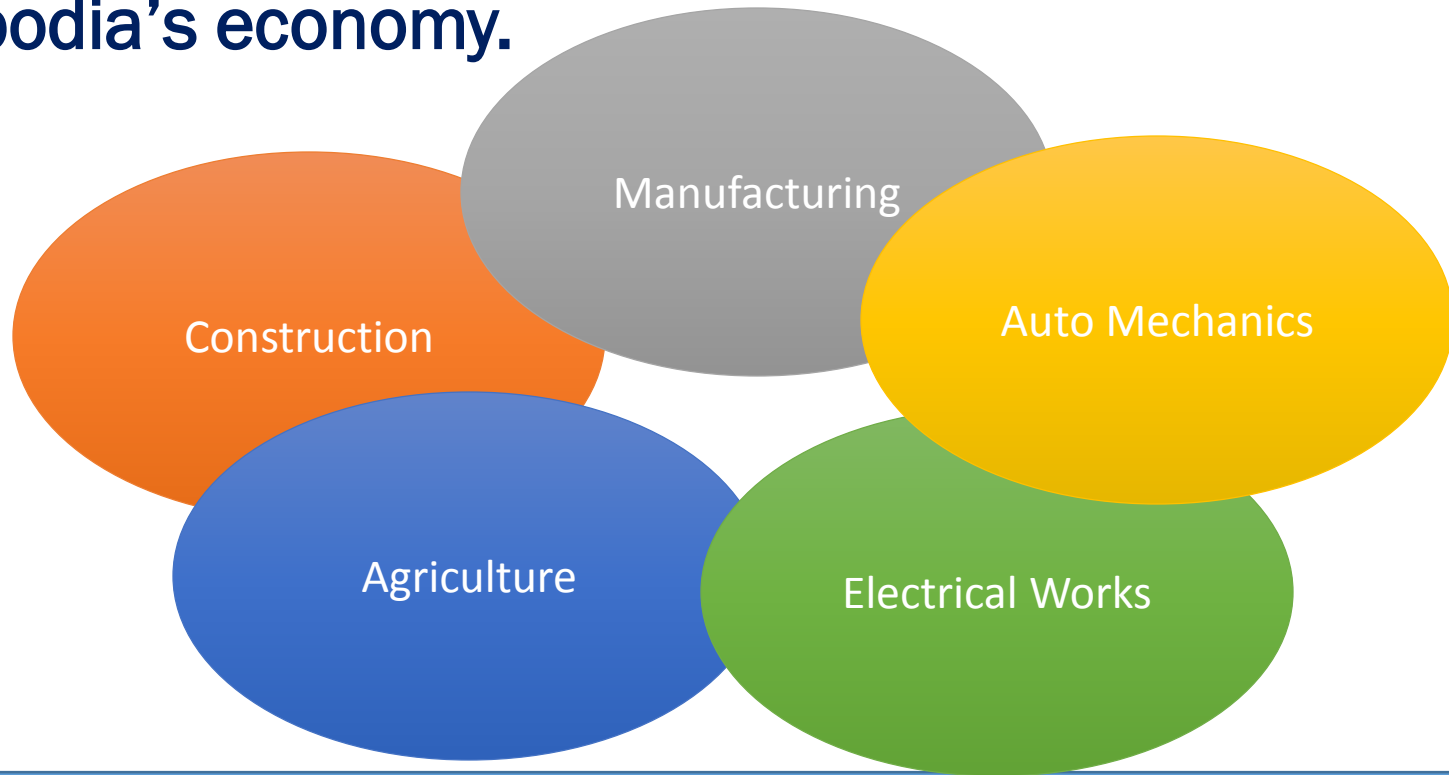
All TVET Institutions in Cambodia

55 Publics
52 Privates
58 Association/NGOs

FUTURE TVET DEVELOPMENT



- According to Industry Development Plan 2015-2025, five key TVET sectors are to be developed in the medium term because these sectors are to be the backbone of Cambodia's economy.



STED in Cambodia



- The STED Project implementation is guided by the tripartite Project Advisory Committee which was established through a ministerial ordinance (prakas). The PAC is chaired by the Director General of DGTVET under the MoLVT. Nominated members are from
 1. National Employment Agency
 2. General Directorate of Trade Services (Ministry of Commerce)
 3. General Directorate of Policy and Planning (Ministry of Education, Youth and Sports)
 4. Cambodia Chamber of Commerce
 5. Cambodia Federation of Employers and Business Associations (CAMFEBA)
 6. National Union Alliance Chamber of Cambodia, Cambodia Confederation of Trade union, Cambodian Labour Confederation
 7. ILO-STED
- STED is focusing on the **light manufacturing** and **food processing** sectors, as a result of a rigorous sector selection process. The two sectors are among the 10 priority export sectors under the Cambodia Trade Integration Strategy, 2014-2018.

STED in Cambodia



- STED Surveys conducted by the National Employment Agency with support from the National Institute of Statistics and ILO consultants
- Two rounds of consultations
- Key findings include:
 1. Skills shortages reflected in recruitment difficulties and skills gaps among existing workers are main challenges of firms, including exporters.
 2. In terms of business capabilities, top priorities include improving efficiency, quality management, developing the domestic market and developing the local supplier base

STED in Cambodia



- Based on STED surveys, 22 priority occupations in light manufacturing and 15 in food processing were identified.
- Project Advisory Committee agreed to focus on 4 occupations for competency standards development with DGT VET leading the process
 1. Welding – levels 1-4
 2. Machining – levels 1&2
 3. Fruit and vegetable processing – levels 1&2
 4. Baking – levels 1&2
- Capacity building on competency standards development process for NPIC and ITI

STED in Cambodia



➤ Developed and validated for four occupations

- Competency profiles for levels 1-4
- Competency standards for levels 1&2
- Competency-based curriculum for levels 1&2



➤ Established an Industry Advisory Group for Manufacturing

- Reviewed competency standards and curriculum for levels 1&2 of four occupations, and signed endorsement in March 2017 to be submitted to the Sub-Committee of the National Training Board.

STED in Cambodia



- Training of trainers for pilot courses
- Pilot competency-based training courses being conducted by NPIC and ITI. Internship with companies is part of the training.
 - 60 trainees in level 2 training courses on machining, fruit & vegetable processing, and baking
 - 40 trainees in levels 1&2 training courses in arc welding



Institutionalization



Next:

- Complete the development of competency standards and curriculum for levels 3 and 4 of welding
- Development of assessment packages for the four occupations
- Graduates of pilot training courses will undergo assessment
- Submission of competency standards, curriculum and assessment package to the Sub-Committee of the National Training Board for approval, and thereafter adoption by training institutions
- Training of trainers on new competency standards and curriculum
- Training of assessors
- DGT VET will use assessment package for level 1 with existing workers and those that did not complete Grade 9 for recognition of prior learning (RPL)



THANK FOR YOUR ATTENTION!