

Report on the Training Workshop on the “Skills for Trade and Economic Diversification” (STED) Methodology



21st-25th November 2016
National Employment Agency
Phnom Penh, Cambodia

I. Introduction

With support from the Sweden International Development Agency (SIDA), the International Labour Organization (ILO) collaborated with the National Employment Agency (NEA) in the conduct of a Training Workshop on the “**Skills for Trade and Economic Diversification**” (**STED**) **Methodology** from 21 to 25 November 2016 at the NEA Training Room in Phnom Penh, Cambodia.

II. Objective of the training

The workshop aimed to develop the capacity of participants on the use of the ILO’s STED methodology to identify priority sectors and skills towards improving productivity, trade performance and employment particularly in Cambodia’s tradable sectors.

The overall objective of the workshop is to enhance the capacity of national and sectorial practitioners, training providers and social partners to:

- Analyze and anticipate skill needs in export-oriented sectors that have growth potential, and
- Design effective skills response strategies that contribute to higher and more diversified exports with more and better job creation

III. Participants

A total of 29 participants participated in the training workshop. The participants included officials from key government agencies, including the Directorate General on Technical Vocational Education and Training (DGTNET) under the Ministry of Labour and Vocational Training (MOLVT), the Council for the Development of Cambodia (CDC), Ministry of Commerce (MoC), Ministry of Education, Youth and Sports (MoEYS), Ministry of Industry and Handicraft (MoIH). The ILO social partners were represented by participants from the Cambodian Federation of Employers and Business Associations (CAMFEBA), Garment Manufacturers Association in Cambodia (GMAC), Cambodia Chamber of Commerce, Cambodian Labour Confederation (CLC), National Union Alliance Chamber of Cambodia (NACC), and Cambodia Confederation of Trade Unions (CCTU). The other participants were from the Royal University of Agriculture, National Polytechnic Institute of Cambodia, Cambodia Center for Study and Development in Agriculture (CEDAC). *(The list of participants is in **Appendix 1**)*

IV. Opening Programme

During the Opening Programme, **Ms. Carmela Torres**, Senior Skills and Employability Specialist, delivered her remarks on behalf of the ILO, highlighting the importance of skills development for socially inclusive economic growth and to support business capability to upgrade technology, innovate and compete. **Mr. Magnus Saemundsson**, First Secretary for Education of the Embassy of Sweden in Cambodia, relayed a message on behalf of SIDA. He noted that investments in human resources is critical to support Cambodia’s economic growth and this requires cooperation among government institutions as well as public-private partnerships. **H.E. Hong Choeun**, Director General of the National Employment Agency, welcomed the participants. He underscored that more detailed analysis at the sector level is needed to be able to identify more accurate strategies and courses of action to support the growth of identified priority sectors of Cambodia.

V. Training Sessions

Introduction and Expectation Setting. Peer to peer introductions where each participant was introduced by a fellow participant encouraged early camaraderie among participants. Expectations from the training were solicited through group work and most expectations were aligned with the scope of the STED training. (*Appendix 2 contains the workshop outputs, most of which were translated from the original versions in Khmer.*)

Training Day 1. A brief background on the implementation of the STED Project in Cambodia was presented, including the process of sector selection, the conduct of the STED Assessment Surveys on the selected sectors of light manufacturing and food processing and the selection of occupations that are deemed important based on the results of the STED surveys. The sessions on “Skills Anticipation” and “What is STED” provided the context of how STED can contribute to anticipating skills needed at the sector level. The session on “STED Development Logic, Policy Coherence and Sector Selection” explained the need for the appropriate skills to eventually obtain decent jobs and why there should be coherence with overall government development policies. The group work on sector selection resulted to each group adopting a sector for the duration of the training workshop: Group 1 - Cassava, Group 2 - Garments, Group 3 - Milled Rice, and Group 4 - Tourism.

Training Day 2. A recap of the previous day was requested from among the groups. Group 2 (Garments) was first to volunteer; the other groups were then assigned to do the recap for the following days. The sessions on “Trade-Skills Nexus, Social Dialogue for Skills Development”, “STED Literature Review and Primary Research” cited experiences from other countries with particular focus on the primary research experience in Cambodia which was presented by NEA. The session on “STED Analysis: Sector Positioning and Outlook” was the basis of the group work during which each group drew a value chain of their respective selected sectors and identified the stage(s) in the value chain that Cambodia mostly participates in. This group work is notably the one with longest time allotted as it was deemed important for the participants to fully understand this critical step in the STED analysis.

Training Day 3. The session on “Business Capability Gaps” introduced the checklist of possible gaps which businesses in the Cambodian sectors could be facing. During the group work, each group was asked to identify at least 6 main business capability gaps in their selected sectors. The following session on “Skills Implications” laid the basis for the follow-up group work to link skills implications to the identified business capability gaps in the groups’ sectors. Special sessions on “Sector Skills Councils” and “Good Practices” provided information on possible alternatives that Cambodia can pursue when it pursues the establishment of sector skills councils in the future. Further on the STED Analysis, the session on “Skills Supply and Demand Analysis” featured the case study presentation of NEA on the STED survey on the Light Manufacturing and Food Processing sectors in Cambodia. Notably, the participants were quite interested and actively asked questions on the results of the STED survey in Cambodia.

Training Day 4. Using the learnings from the previous day’s session on skills supply and skills demand analysis, a group work identified the priority skills in the respective sectors. The sessions on the fourth day of the training then focused on “Developing STED Recommendation and Remedial Action” and “Translating Recommendations into Skill Development Actions”. Both sessions were followed by group

work, still according to the selected sectors, with all groups coming up with good outputs after their lively discussion. Sessions on “Results-Based Management” gave the participants an idea on how to monitor recommendations once implemented. A Prezi presentation of a results chain for the STED project RBM and M&E process was also given as an example.

Training Day 5. Following a recap by the participants of what they learned in the past four days of training, all participants actively joined a *scaling game* which aimed to get feedback on how they feel about current institutional mechanisms for skills anticipation in Cambodia. Then, the participants were asked to form three groups to further discuss on institutional arrangements for STED in Cambodia. The group reports have a common recommendation - not to create a new institution for STED work but to strengthen the existing institutions like the National Training Board (NTB), NEA, DGT VET and institutions engaged in producing labour market information (LMI) to work to mainstream STED. In a plenary discussion, participants agreed that the tripartite set-up plays a vital role in skills development. They also indicated that in addition to strengthening existing institutions, the proposed creation of Sector Skills Councils in Cambodia could be an effective mechanism that can facilitate skills development actions.

V. Closing Programme.

Mr Cornelius Gregg, Senior STED Specialist, highlighted the key outcomes and thanked the participants for their active engagement in the training workshop particularly for the well-deliberated group work outputs. He also acknowledged the active support of NEA both in organizing the event as well as in facilitating the discussions especially during the group work. **Mr. Kouch Somean**, Deputy Director General of NEA, also expressed appreciation of the participation from various government agencies, the social partners and other organizations. Certificates were given to the participants for their active contribution to the success of the training workshop.

(Appendix 4 is the summary of the training sessions, incorporating the adjustments that were made by the STED Training Team to suit the needs of the Cambodian participants)

VI. Trainors and Resource Persons

1. Ms Carmela Torres, Senior Skills and Employability Specialist, ILO Decent Work Team – Bangkok
2. Mr Cornelius Gregg, STED Technical Specialist, ILO Geneva
3. Ms Akiko Sakamoto, Skills and Employability Specialist, ILO Decent Work Team – Bangkok
4. Ms Ma. Concepcion Sardaña, Chief Technical Advisor, ILO STED Project
5. Mr Khleang Rim, National Project Officer, ILO STED Project
6. Mr Kun Sambath, Acting Director, Information, Communication and Dissemination Unit, NEA
7. Mr Dy Kuchsa, Advisor, NEA
8. Ms Ly Vouchcheng, Director of Planning and Cooperation Unit, NEA

VII. List of Appendixes

Appendix 1: List of participants

Appendix 2: Group Work Outputs

Appendix 3: Some Questions and Comments

Appendix 4: Summary of STED Training Workshop Sessions

Appendix 5: Selected photos during the training workshop

Appendix 6: Presentations

Appendix 1: List of Participants

No.	Name	Institutions/Organization
National Employment Agency (NEA)		
1	Ly Vouchcheng	Director, Planning and Cooperation Unit, National Employment Agency (NEA)
2	Mr. Dy Kuchsa	Advisor, NEA
3	Mr. Kun Sambath	Acting Director, Information, Communication and Dissemination Unit, NEA
4	Ms. Ly Reasey	Labour Market Information, NEA
5	Ms. Ung Channeary	Officer, NEA
6	Ms. Chhea Panhary	Labour Market Information, NEA
Government/Ministry		
7	Mr. Noun Sophal	Chief of Office, Ministry of Commerce
8	Mr. Hout Synan	Deputy Chief of Office, Vocational Department, Ministry of Education Youth and Sport (VOD, MoEYS)
9	Mr. Chhounni Synan	Officer, Council for the Development of Cambodia (CDC)
10	Mr. Seng Sunly	Officer, CDC
11	Mr. Huon Sorangsey	Deputy Director of Department, Ministry of Industry and Handicraft (MOIH)
12	Ms. Chum Rumnea	Deputy Chief of Office, Department of Standard and Curriculum, DGTVET/MOLVT
13	Mr. Kun Kanna	Officer, Labour Market Information Department, DGTVET/MOLVT
14	Ms. Mao Sopharin	Officer, Labour Market Information Department, DGTVET/MOLVT
15	Mr. Enn Vuthy	Chief of Office, Department of Standard and Curriculum, DGTVET
16	Mr. Horn Vanna	Vice Chief of Office of Department of Standard and Curriculum, DGTVET
17	Mr. Nop Sothea	Officer, Department of Standard and Curriculum, DGTVET
University/Institute		
18	Mr. Sam Vichika	Officer, Royal University of Agriculture (RUA)
19	Mr. Mom Say	Chief of Office, Quality Assurance, National Polytechnic Institute of Cambodia, (NPIC)

Association/NGO		
20	Ms. Sok Sotheavy	Chief of Administrative Office, Cambodia Chamber of Commerce
21	Ms. Ramdaul May	General Manager, Cambodian Federation of Employers and Business Associations (CAMFEBA)
22	Mr. Tep Sophoan	MSD of CAMFEBA
23	Ms. YANN Sophorn	Assistant to General Manager, CAMFEBA
24	Ms. Pean Sokha	Office Manager, Cambodian Center for Study and Development in Agriculture (CEDAC)
25	Kim Pichda	Legal and Labour Manager, Garment Manufacturers Association in Cambodia (GMAC)
26	Mr. Sari Puthirith	Officer, GMAC
Trade Unions		
27	Mr. Pov Theara	Cambodian Labour Confederation (CLC)
28	Mr. Neak Heng	National Union Alliance Chamber of Cambodia (NACC)
29	Mr. Phoung Montry	Cambodia Confederation of Trade Union (CCTU)