



International
Labour
Organization

▶ Participant guidelines

Cambodia
**Skills
Challenge**

▶ **Innovation Call**

Finding Solutions to
Digital TVET Skills
Challenges

ILO
**SKILLS
INNOVATION
FACILITY**

Bringing together great ideas

With the support of the Norwegian Ministry of Foreign Affairs

Participant Guidelines

Taking into consideration the 4th industrial revolution and its impact on Technical and Vocational Education and Training (TVET) in both ASEAN and Cambodia. Taking into account the impact of the COVID-19 outbreak on the educational system in Cambodia. Recognising the active role of Cambodian individuals and organisations in e-learning innovation in skill systems and addressing pressing skills challenges, the Cambodia Skills Challenge Innovation Call invites innovative institutions to propose new and practical ideas and solutions with the potential for sustainability, scalability and replication at a national scale to support the digital transformation of TVET.

We are looking to mobilise a national cohort of skills innovators to rethink TVET in the aftermath of Covid 19 and of the 4th industrial revolution. We are looking for innovators to help build the future of work we want!

We aim to create change in three ways:

- Incentivising TVET providers in Cambodia to identify major challenges to design and deliver online learning and skills training;
- Sourcing innovative e-learning ideas and solutions to those challenges; and
- Encouraging innovative partnerships involving representatives of employers' and workers' organisations and other key stakeholders.

1. What is the digital TVET challenge?

▶ Since March 2020, education and training provision in Cambodia has been profoundly affected. This unprecedented situation is affecting all learning at all levels. Basic and secondary education, initial and continuing training and work-based learning have all come to a stop as we know them. It has upturned course schedules and attendance, disrupted teaching and learning, frustrated examinations and assessments, delayed certification and will affect the immediate and future careers of hundreds of thousands of learners in Cambodia. It has also reinforced existing inequalities affecting workers and learners. The shift to online or distance learning during the pandemic should be seen first and foremost as an emergency response. However, the crisis also provides an opportunity, in time of the fourth industrial revolution, for the development of more flexible learning solutions that make better use of distance learning and digital solutions. Short-term solutions can and have been found. Three important policy issues must be addressed to create long-term positive impacts and develop greater resilience. First, human and financial resources have to be mobilised to ensure universal access to digital infrastructure, tools and modern learning technologies. Second, college managers, teachers, trainers and learners themselves need training and support to engage in distance and online learning. Third, education and training providers have to revise teaching and learning models to make the best use of digital resources and tools.

Acknowledging the need for immediate action to respond to the impact of the COVID-19 on employment, and in cooperation with the Royal Government of Cambodia and social partners, the **joint UN programme on Decent Employment for Youth in Cambodia** (DEY), Phase II has identified digital TVET interventions to support the socio-economic recovery of Cambodia.

The International Training Centre of the International Labour Organization (ITC ILO) is currently organising a [Lab](#) for TVET specialists, managers and teachers of TVET centres in order to rapidly develop their capacities for transforming available materials to suit online delivery and also operate distance-learning programmes with a strong focus on multimedia, digital (incl. mobile) and inter-active learning

solutions. Twenty two individuals from nine (9) different Cambodian public and private TVET institutions are participating to this digital TVET E-learning lab.

Taking into consideration the above, the Cambodia Skills Innovation Call is an exciting new initiative that will help us deepen our thinking around innovation, rethink the way we work and contribute to changing the life of Cambodian youth.

2. What is the Call?

- ▶ The UN in Cambodia is calling on organisations to share innovative ideas and solutions to address digital TVET skills challenge. The Cambodia Skills Challenge Innovation call will recognise and support the development of solutions that aim to address challenges faced by TVET to adapt to online learning and skills training. Identified digital innovations should aim to provide new skills and/or reskill and/or upskill young Cambodians. The main objective will be to identify solutions to i) enhance the effectiveness of online vocational education and training programmes through innovative digital delivery and ii) establish new and innovative multi-stakeholder partnerships to address digital TVET challenges at the national or sectoral level.

The 1st Cambodia skills innovation call aims to support the achievement of UN Sustainable Development Goals (SDG) [4](#), which aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. It also supports SDG [8](#), which aims to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, by enabling new solutions for workforce development that deliver relevant skills for productive employment and decent work.

3. Who can apply?

- ▶ Any legally recognised organisation/company that is able to contract and in existence for at least two calendar years prior to the deadline. By organisations we mean cooperatives, education and training institutions (including schools, public and private training providers and universities), government agencies, NGOs and civil society organisations, public and private enterprises, regional and sectoral bodies and research organisations.

The ILO reserves the right to carry out reasonable due diligence, including through the contacting of references and other third-parties to confirm eligibility, and may refuse to award the prize to a participant if there is suspicion of any irregularities, fraudulent activities, etc.

We are looking for...

...all kinds of actors. Anyone with a new and transformative idea to solve an aspect of challenges to design and deliver online learning and skills training is invited to bring a solution to the table.

...all kinds of innovations. We embrace innovative approaches, projects, tools, technologies and partnerships that seek to rethink and redesign the way we work to promote digital TVET.

We are open to all ideas and solutions at any stage of development. They can be at an early-stage or more mature innovation. They can be a one institution's idea or involve a collaborative joint effort from different actors, such as governments, employers' and workers' organisations.

An independent panel, composed by ILO, ILO/ITC, the United Nations Educational, Scientific and Cultural Organization (UNESCO), the United Nations Industrial Development Organization, (UNIDO) skills specialists, the United Nations Resident Coordinator to Cambodia (UNRC), The Direction General of TVET (DGTVET) and development partners involved in Digital TVET, will evaluate all proposals and grant three awards.

4. What will the winner receive?

▶ Three (3) prizes will be given, the first prize will be of USD\$50'000; the second prize of USD\$30'000 and the third prize of USD\$20'000. The three winners will sign an implementation agreement with the ILO. The winning entries will receive substantial support, including:

Financial support for a maximum of 12 months

The first winning entry will sign an implementation agreement with the ILO and receive a US\$50,000 (paid into a bank account in the name of the entrant/entity) to implement the proposed solution. It will be paid in three instalments which will be detailed in the implementation agreement.

The second winning and third entry will sign an implementation agreement with the ILO and receive respectively US\$30,000 and US\$20,000 (paid into a bank account in the name of the entrant/entity) to implement the proposed solution. It will be paid in three instalments which will be detailed in the implementation agreement.

The ILO reserves the right to adjust, suspend, terminate or withhold any disbursement of the funds at its sole discretion.

Preparation of the Implementation agreement

The winners will receive technical assistance from the ILO to transform the idea into prototype a ready to be piloted, including through face to face and remote mentoring.

The Skills Innovation technical assistance will involve two stages:

Access to digital TVET and innovation labs

1. Prototyping:

During the inception phase of the programme, one representative of each winning entry, together with ILO experts and partners will convene times for two bootcamps in Cambodia, at the ILO's expense. During this period, the innovator will receive guidance and mentorship to prototype their solution. Throughout the entire process, participants will communicate, debrief and share documents and feedback through a virtual lab.

Bootcamp 1: Refining solution: During the first bootcamp, participants will work on the ground to further develop and refine the solution.

Bootcamp 2: Action Plan: At the end of the process, the innovator will develop a full fledged proposal, including an action plan for the innovation.

2. **Piloting:**

Once the prototype is developed, the innovator and partner will pilot the solution. The Innovation Steering Committee will oversee progress and impact in consultation with project partners. It is envisaged that each pilot will be completed within a maximum of 12 months.

At the end of the pilot, in cooperation with the global Skills Branch Innovation team, the innovator will be invited to pitch their prototypes to an audience of national and international key stakeholders during an International Forum on Innovation in Skills Development.

National and Worldwide visibility

The winners will receive support through awareness raising of the idea, including an invitation to a global event where they will present their innovation concept to potential partners and sponsors, press articles in media channels, videos, among others.

Extended network and partnerships

The winners and shortlisted entries will join the ILO's Global Network of Skills Innovators. They will have the opportunity to exchange with other innovators and share their solutions with ILO's stakeholders.

5. What must the winner do?

- ▶ To receive the fund, the applicant must sign an Implementation Agreement with the ILO, which includes standard clauses on intellectual property rights, financial reporting requirements, criteria for the disbursement of funds, dispute resolution, and details of the proposed solution implementation. Naturally, applicants are expected to comply with the terms and conditions stipulated in the agreement.

As a pre-condition, before being permitted to sign an implementation agreement with the ILO, the winners must, within three weeks, produce a detailed work plan and budget that will form the basis for the milestones that must be achieved. Final award is subject to the satisfactory completion of this detailed work plan.

6. What must the winner do?

- ▶ A good solution to address digital skills challenges takes both the supply and demand sides of the TVET into consideration. It seeks to connect the two sides and develop a more holistic solution in the process. We are looking for ideas related to:

- Development of new TVET E-learning packages for selected sectors/occupations;
- Transformation/adaptation/upgrading of existing TVET packages into E-Learning modular;
- Greening of existing TVET packages leading to the development of module E-learning packages ;
- Development of a web based Recognition of Prior Learning package targeting women migrants;
- Development of E-learning TVET packages for rural and vulnerable youth;
- Adaptation of existing apprenticeship packages into E-learning modular ;
- Development of a national E-learning platform : Learning Management System (LMS);

- Establishment of new and innovative multi-stakeholder partnerships to address digital TVET challenges at the national or sectoral level;
- Promotion of Digital Learning Technologies;
- Development of TVET E-Facilitation/Tutoring and E-Pedagogy.

These ideas should benefit in priority:

- Women migrant workers
- Low skilled workers
- People with disabilities
- Rural and vulnerable youth

7. What eligibility criteria apply?

▶ In addition to the aforementioned, the proposal must meet all of the following eligibility criteria:

- The solution answers one or more of the questions of the challenge listed in section 1;
- The proposed solution responds to a clear need;
- The proposed solution has the support and commitment of key stakeholders;
- Applicants are available and able to commence the program implementation from December 2021;
- Ability for the winning institution to match the funds received with their own financial and/or in kind resources.

8. What is the application process and key dates?

▶ To submit your idea or solution, applicants should:

1. Fill attached annex 1 and send all relevant information to the following email : phn-dey@ilo.org by the 9th November 2020;
2. Review the eligibility criteria and terms and conditions of the competition, as well as the [Implementation agreement with the ILO](#);
3. Develop the proposal and secure support from partners;

Dates and deadlines for the Cambodia skills innovation call are:

- Launch of the Call: 16th October 2020 (virtual with livestream) at 15:00-16:00
- Submission deadline for ideas: 23rd November 2020 at 12:00 pm
- Announcement of winners: 25th November 2020
- Piloting of solutions completed by: 31st December 2021

Any queries related to the Challenge Call in general or the application process itself should be directed to sou@ilo.org

9. How will the proposal be assessed?

▶ Your submitted proposal will be evaluated by an independent panel, composed by skills experts of the Ministry of Labor and Vocational Training (MLVT), ILO, UNESCO and external innovation experts from Cambodia and other external members. All proposals will be assessed against the following criteria:

- 1) Relevance and innovation:
 - The idea or solution directly addresses the E-learning Skills Challenge;
 - The proposal brings together stakeholders in new and different ways;
 - It is substantially different from and/or adds value to existing solutions.

- 2) Value creation:
 - The solution develops added value for stakeholders and partners;
 - It contributes to or generates new social and economic outcomes for direct beneficiaries and wider stakeholders;
 - It contributes to the achievement of SDGs.

- 3) Feasibility:
 - The solution is technically and economically feasible;
 - It can be done in a simple, measurable, achievable, realistic way, and within a time-bound period;
 - It can be easily brought to and used by the target beneficiaries.

- 4) Sustainability of the innovative institution:
 - The innovative institution is from Cambodia
 - The innovative institution has a good knowledge of the local skills ecosystem and the conditions required to implement an effective solution;
 - The innovative institution has -- or has secured -- potential local connections, networks or partnerships with, including the private sector that could be of help to the development of the idea.

- 5) Viability and scalability:
 - The proposal has a clearly expressed outcome statement and theory of change;
 - It is appealing to potential partners and has the potential to build synergy with other initiatives;
 - The proposal has a strong likelihood of being piloted and taken to scale if successful.

- 6) Matching funds:
 - If the innovative institution is one of the winners of the Call, they are able to match the funds received with their own financial and/or in kind resources.

- 7) Environment sustainability:
 - The innovative institution contributes to green the TVET in Cambodia;
 - The innovative institution contributes to green the skills of Cambodian Youth.

- 8) Inclusiveness:

While contributing to Digital TVET opportunities and access for all young women and men, the Call will include vulnerable young women and men as the following:

- Those in informal work;
- Labour migrants (external and internal and migrant returnees);
- Persons with disability;
- Indigenous communities and other ethnic minorities;

- LGBTQI persons; and persons living with HIV;
- Those from and living in rural setting of target geographical locations;
- Those affected by COVID-19.

10. How will the proposal be assessed?

- ▶ The innovator is required to acknowledge that the activity is implemented with the support of the UN/ILO in items produced and published (e.g. reports, brochures, press releases, videos, software, conferences, seminars, blogs, social media, etc.) using the Skills Innovation Facility visual identifier and mentioning as follows:

“This...is produced/made with the support of the UN/International Labour Organization.”

Nevertheless, the applicant cannot in any case, unless specific written prior agreement, use the logo of the UN/ILO, nor from any other partner organizations of the Call.

11. How will the proposal be assessed?

- ▶ A central purpose of the Facility is to document and disseminate lessons learned from the development and implementation of the solutions.

The winners would be expected to participate in the analysis and documentation process to capture the lessons from their innovative efforts. This process includes providing financial reports and regular updates of the project, and allowing the ILO's officials and consultants on site to collect data, information, stories, and testimonials, and conduct studies.

The winning entries will also be expected to be an active member of the ILO's Global Network of Skills Innovators to share experiences with other grant recipients as well as those interested in learning about skills development and innovation.

