



TVET Cambodia: Reskills and Upskills Training Program

ASEAN TVET Council Regional Policy Dialogue
“Reskilling and Upskilling in ASEAN”
28 – 29 Feb 2024 in Bali, Indonesia and Video conference

Plenary Session/Breakout Session 2B
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Content

Why Reskilling and Upskilling?

Reskilling and Upskilling Programs

PPP Training Program

The Skill Training Program for the Targeted Youths From Poor and Vulnerable Families around 1.5 Million

Challenge

Recommendations

Why Reskilling and Upskilling?

- **Technology Changed/Updated.**
- **Green Trend/ Global Regulation.**
- **Policy/ Economic Structure movement.**
- **Increasing Productivity.**
- **Obsoleted or Automation Trended Jobs.**
- **Employment**
- **Close Skill Gap**



Reskilling and Upskilling Programs

- **PPP Programs**
 - General Program
- **Government Intervention Programs (Lower skilled Programs)**
 - Economic Crisis Program
 - Post Covid Recovery Program
 - Social Assistant Program



PPP Training Program

- **Is a joint and co-financing Training Program between the TVET institutes and the private sector**
- **To transform the current form of technical and vocational training into a supply of skilled labour that responds to market needs through a collaborative skills development program.**
- **used to enhance the skills of existing employees and prepare or provide training to upcoming workers to enter the labour market.**

Benefits of PPP Training Program to Employers

- **Increase productivity/ enterprise profit**
- **Improve cost-effectiveness in recruitment and training**
- **Address skills gap**
- **Gain a positive public image**

**Existing PPP Training Program
WBL, PPP Training Program, SDF,....**

Conditions in PPP Training Program



- **Training Institutes must have a contract with a private company or a legitimate registered business association;**
- **The Private Company must share the cost in the form of financial or non-financial with the institution and**
- **The program must ensure the achievement of three key performance indicators,**
 - **1) The dropout rate must be less than 15%.**
 - **2) The employment rate of trainees is 80%; and**
 - **3) Increase Salary (Upskilling/Reskilling) or The salary of graduates must be higher or equal to the minimum wage (Pre employment skilling).**

The Skill Training Program for the Targeted Youths From Poor and Vulnerable Families around 1.5 Million



The Government is providing a skill training to the targeted youths from poor and vulnerable families around 1.5 Million People across the country without paying the tuition fees and get a monthly.

Objective of the Program

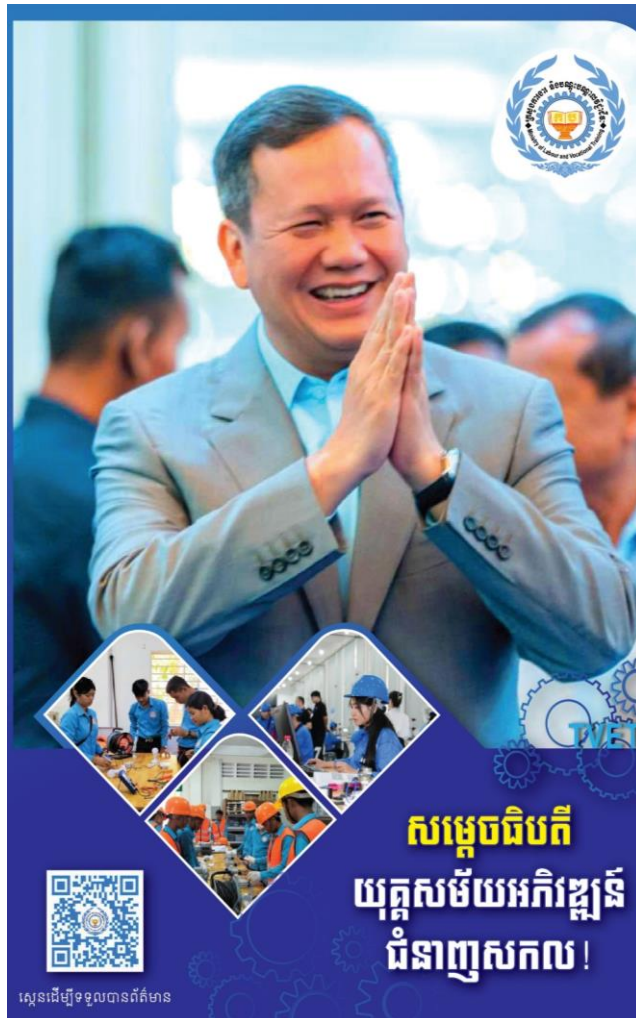


- ❖ **Responding to the government target to Provide at least one specific skill in life for every citizen**
- ❖ **To provide or upgrade skill that Labour Market Needed (Skilling Upskilling or Reskilling)**
- ❖ **Inclusive**
- ❖ **Productivity**
- ❖ **Get the Job or run their own business after graduate**

The Skill Training Program for the Targeted Youths From Poor and Vulnerable Families around 1.5 Million

- ❖ **Register by Digital App(TVET 1.5 M)**
 - Own self
 - TTI staff assistance at School and Community
 - Assistance from Provincial Department/ Community Authority, Volunteers
- ❖ **Flexible time**
- ❖ **Flexible Program**
- ❖ **38 Skills in 10 Priority sectors (will be expand)**
- ❖ **More focus on Soft skill**

Benefits for the trainees



- Free of charge tuition fees
- Support stipend about 70\$/month
- Carer Counselling and Job information
- Internship assistance
- Bridge to further study
- Skills that needed in current and future labour market
- Job opportunity and Regular Salary

Challenge

- **The curriculum are nearly the same as general program**
 - **Whole set of Competencies**
 - **Long Duration for Study**
- **Not Interesting/ Attractive**
- **Lack involvement from private sectors**
- **TTIs are located in the downtown, limited dormitory**
- **Daily wage is importance to unskilled or lower skilled worker.**

Recommendations



- **Convert Technician or Expert to be a trainer in the Company (in the company trainer)**
- **Training at the workplace**
- **Raising Awareness of Benefit of Reskill and Upskill to Employees and Employers**
- **Design flexible and attracted Program**
- **Government should put more intervention for the Lower and the Middle Skilled as social assistant program**
- **PPP for increasing capacity of employees and increasing productivity (Program, Curriculum, Tool, ...)**





Thank You!