Report of a National Technical Workshop on

Anticipating Skills Demand and Strengthening Labour Market Information Systems

Organized by
The Directorate General of Technical Vocational Education and Training
In collaboration and sponsored by
The International Labour Office (ILO)

Phnom Penh, 09th February 2012
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National Technical Workshop on

Anticipating Skills Demand and Strengthening Labour Market Information Systems

Imperial Garden Villa and Hotel
Phnom Penh, 09th February 2012

1 Introduction

Ministry of Labour and Vocational Training (MoLVT) is in charged with preparing the Cambodian workforce for new and better job, and ensuring the adequacy of Cambodian workforces. Ministry is responsible for the administration enforcement of the labour law with implementing regulations, related laws and other issuances.

In addition, Ministry is implementing a central piece of governance reform, the logical focal point for overseeing the governance and reform agenda and National presence and influence, key coordinating role in sub-national administration and task to operationalize labour law. However, there is a need to build capacity of MoLVT to understand and support development and governance initiative. Through the collaboration between Ministry of Labour and Vocational Training, and International Organization of Labour (ILO) organized a national technical workshop on Anticipating Skills Demand and Strengthening Labour Market Information Systems.

This workshop was held at the Imperial Garden Villa and Hotel, Phnom Penh on 09th February 2012. It was inaugurred by His Excellency Pich Sophoan, Secretary of State, the Ministry of Labour and Vocational Training, facilitated by the Directorate General of Technical Vocational Education and Training (DGTVET) with technical assistance and financial support from the International Labour Organization (ILO).

A total of 67 participants, excluding ILO support staffs, attended the workshop including 26 from PTC and Institutes, 12 from DGTVET, 01 from Ministry of Planning, 16 from employer and union representatives, 5 from non-government organization, 4 from NEA, and 1 from Directorate General of Labour.

2 Objective of workshop, Organization and Activities

2.1 Objective of workshop and organization

This workshop is designed to be a national follow-up workshop under the Japan funded 2010 Programme entitled ‘Addressing Skills Mismatch through Public-Private Partnership (PPP)”and provide an opportunity for participants to discuss on a structure that would help improve national knowledge on the analysis of future skill needs.

The workshop was organized in two parts: the Plenary Session during the morning and the Group Discussion during the afternoon.
Plenary sessions were organized to introduce summaries and conclude the group works before and after the panels as well as the end of the workshop.

### 2.2 Workshop activities in the panel groups

Thereafter the plenary session, the participants were divided into four. Each group also focuses on (1) the issues/challenges in identifying future demand of skills and labour market information in Cambodia, (2) the proposed action/s and which institutions should cooperate; and (3) the time frame is proposed per action.

### 3 Opening Ceremony

In its role as Master of Ceremonies for the Workshop, the DGTfET introduced guests and speakers and ensured timing of the proceedings.

#### 3.1 Welcome remarks by Ms. Carmela Torres, ILO Senior Skills and Employability Specialist of Sub-Regional Office in Bangkok

On behalf of the ILO Decent Work Team and the Country Office for Thailand, Laos and Cambodia in Bangkok, Ms. Carmela I. Torres, Senior Skills and Employability Specialist, ILO Decent Work Team, Bangkok greeted H.E Pich Sophoan, officials of the DGTfET, distinguished guests and participants of the workshop and extended a welcome to the Technical Workshop on “Anticipating Skills Demand and Strengthening Labour Market Information Systems”.

Then, she would like to extend her sincere appreciation to all participants and delegates for their time and interests in this workshop. She look forward to their active involvement in today’s sessions specially in learning the important role of skills demand anticipation and labor market information system which are central to the sustainable and inclusive development of Cambodia’s economy.

After she stressed that a key driving force of a country’s national development is skills which play a significant role particularly in economic growth, structural change and demographic development. A mismatch between skills demand and supply has high economic and social costs, resulting from but also contributing to structural unemploymen t. In order to capture the rapid economic and social changes to compete in the global market, many countries have listed the maturity of labor market information system and improvement of capability to anticipate skills demand among the top priorities on their policy agenda.

She said that anticipation of skills demand is a regular and systematic assessment of future prospects on the labor market. It takes account of changes in the balance of different economic sectors, changes in the demand for specific occupations within each sector, and changes in the specific skills required in each occupation, to help fill information deficits and avoid future imbalances and mismatches in the changing labor market. As such, anticipating future skills needs is recognized as
the first building block of a robust training and skills strategies and policies\textsuperscript{1}. Anticipating skills demand, through a well-organized labor market information system, not only forecasts the needs for vocational education and higher professional education to better balance between the supply and the demand for a skilled workforce but it also functions as an effective tool for the various stakeholders, including jobseekers, employers, training institutions and employment services agencies among others, to make decisions at all levels about their future career development.

She stated that Cambodia has undergone remarkable economic growth over the past decade. Yet the growing mismatch between the skills of the labor force and those demanded by employers remains a major challenge which hinders skills development and decent job creation and consequently restrains the progress of balanced and sustained growth.

To address this challenge, priority attention has to be given to aligning the national training provision to skills demand and future skills needs. It is important to note that the National Strategic Development Plan (2009-2013) has recognized further developing labour market information systems a priority to establish linkages and information flows between employers, workers, and training institutions. The priority is also reflected in the National TVET Development Plan which addresses a range of needs, from such immediate needs as filling the skills gaps and improving vocational training, to longer-term objectives of reform in higher education system, to upgrade the labour force and create more decent jobs. Likewise, Cambodia’s Decent Work Country Program 2011-2015 also incorporates the need to strengthen the labour market data and information into its Country Programme (CP) priorities.

She emphasized that given these circumstances, we have designed this workshop to address initially, the needs of Cambodia in determining future skills demand and strengthening labor market information system. It will provide a great opportunity for participants to identify the conceptual and practical challenges in Cambodia as well learn some international good practices. Three delegates—triptite—from Cambodia will be attending the forthcoming ILO/Japan Regional Workshop on Anticipating Skills Demand for Sustainable and Inclusive Growth on 27 Feb to 1 March in Sendai, Japan and she hope that they can bring with them some valuable inputs from this workshop which they can share with other participants from Bangladesh, India, Indonesia, Lao PDR and Viet Nam. She do hope that all participants will all actively participate in this workshop and share their valuable ideas which should lead to some practical, successful methodologies and concrete follow-up activities. The National Consultant, Mr. Rithy Nuon will be facilitating discussions and providing support to these sessions.

Finally, she would like to thank H.E. Laov Him, DGTNET of the Ministry of Labor and Vocational Training and his staff for organizing this workshop. She foresees more future collaboration with DGTNET after this workshop since ILO has identified Cambodia as a priority country on skills development for the next two years. But she would like to specially express her sincere appreciation and thanks to H.E. Pich Sophoan, a staunch supporter of ILO’s goal for decent and productive employment, for his continued and dedicated motivation in Cambodia. ILO’s assistance is not complete without these commitments. The ILO is always committed to work with its tripartite partners in Cambodia to achieving the shared vision for Decent Work in general, and in particular, for improved skills and employability of women and men in Cambodia.

\textsuperscript{1} 2011, A skilled workforce for strong, sustainable and balance growth, A G20 Training Strategy, P 28
She then thanked and wished participants all fruitful exchanges and productive outcomes for this workshop.

3.2 Opening remarks by H.E. Pich Sophoan, Secretary of State, Ministry of Labour and Vocational Training.

In his opening remarks, H.E. Dr. Pich Sophoan, expressed his great honor and pleasure to be invited here today to preside over the opening ceremony of the National Workshop on “Anticipating Skills Demand and Strengthening Labour Market Information” which was organized by the General Department of Technical and Vocational Training in collaboration with the International Labour Organization – ILO. First of all, he would like to extend his cordial welcome to participants for taking their busy schedule participating in the today’s workshop. On behalf of the Ministry of Labour and Vocational Training and on my own behalf, he would at this moment like to convey his profound thanks to the International Labour Organization-ILO for its support in the successful organization of this significant event.

He said that as he could recall, that’s not the first time that the International Labour Organization-ILO has worked in cooperation with the Ministry of Labour and Vocational Training with the aim to bring about the reform to and development in the field of technical and vocational training in Cambodia. For example, in collaboration with the General Department of Technical and Vocational Training, a national workshop on the state-private partnership for the technical and vocational training was successfully organized on August 24, 2011 by the International Labour Organization. Besides, the International Labour Organization has also established 5 vocational centers: 1- the National Institute of Technical Training, 2- Polytechnic Institute of Battambang Province, 3- Polytechnic Institute of Kampot Province, 4- Vocational Center of Siem Reap Province and 5- Vocational Center of Svay Rieng Province. The goal of this center creation is to provide facilitation for the job seekers, trainers and employers to get access to the same benefits through the sharing of information. These have reflected the ILO’s good communication and strong commitment in Cambodia’s human resource development.

He emphasized that it is also important to note the difference between the technical and vocational training and general education, which the former produce the human resources for the market. To this end, we, the training providers, should inform the need for social skills, i.e. the information on labour market. So, what is the labour market information? The labour market information covers two aspects: it is on one hand the labour supply and the labour demand, on the other hand. The information on the labour supply should include the information on the training, data on the skills and diploma holders, etc. while the information on the labour demand includes, among others, the data on career, employment by particular skills. It can be hence concluded that the labour market information is a tool which bridges the three parties: the training provider, job seekers and employers. The labour market information, in addition, is also a tool that facilitates the balance between the training provision and employers. With specific information on the labour market, the
surplus or deficit trend would be averted in the human resource training activities and in the service production activities, which would, as a result, be beneficial in terms of the human resources, materials, budget, and time, and concurrently contribute to the rapid development of national economy. Based on the above points of view, I would like to highly appreciate the organization of the today’s workshop under the topic, Anticipating Skills Demand and Strengthening Labour Market Information.

He stated that he hope that this workshop would lead to the sharing of further experiences in the development of the technical and vocational trainings to respond to the labour market demands.

In concluding, he would once again like to sincerely thank the International Labour Organization and hope that other forms of support would be continuously provided. He would lastly like to wish participants all the 4 benedictions of Buddha: Longevity, Nobility, Peace and Power, and that this workshop would bring about success and bountiful results.

H.E extended his best wishes to participants and organizers and declared the workshop open.

4 Introduction and technical sessions

Technical Session 1

Introducing participants to the purpose of the workshop and its expected outcomes, Master of Ceremonies then introduced Ms. Carmela I. Torres, Senior Skills and Employability Specialist, ILO Decent Work Team, Bangkok to make a presentation, entitled Synopsis of the ILO/Japan Regional Skills Programme FY 2010\(^2\) and FY 2011\(^3\).

In the first part of her presentation, she provides the information on Regional Workshop & Study Programme on Addressing Skills Mismatch through PPP. This workshop was conducted at Tokyu Kenshu Centre in Tokyo, Japan from 14\(^{th}\) - 18\(^{th}\) February 2011 and it was tripartite delegation from differences countries such as Bangladesh, Cambodia, Indonesia, India, Mongolia and Viet Nam. Participants deepened their knowledge of issues and causes of skills mismatch and the role of partnerships in overcoming the issues.

Then, she explained the objectives of workshop which were to promote partnerships between public and private organizations; and to support skills development in a post economic crisis environment for sustained recovery. These themes evolved around crisis response and Global Jos Pact, national adjustment interventions particular to mitigating skills mismatch and improving employment services; and LMIS, qualifications and TVET – all these themes contained an element of the role of PPP in post crisis and recovery. Matching of Skills Supply at Multiple Levels such as National, Sector, Local economy were also indicated in her presentation.

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\(^2\) FY 2010: Addressing Skills Mismatch through Public Private Partnership

\(^3\) FY 2011: Anticipating Skills Demands for Sustainable and Inclusive Growth
At the end of this presentation, she pointed the measure to reduce skills mismatch which related to Policy, system and Operational/Programming; and Public Private Partnership at different levels also.

Technical Session 2

H.E. LAOV Him, Director General of DGT VET, Ministry of labour and Vocational Training, gave a Power Point presentation on the action plan from the sessions and Field Visits and the formulation of the National Action Plans. Three action plans were identified such as (1) Public Private Partnerships-PPP, (2) Labour Market Information System-LMIS; and (3) Competency Standard-CS. For each action plans, he detailed on objectives, brief description, outcome; and time frame and resources.

Technical Session 3

Part 01: Ms. Carmela I. Torres, Senior Skills and Employability Specialist, ILO Decent Work Team, Bangkok to provide another presentation, entitled Anticipating Skills Demands and Labour Market Information System: Issues and methodologies of skills demand analysis & LMIS system building.

In the beginning of her presentation, she started to identify the key role of skills needs for reducing skills mismatch, preparing for technologies and industries with growth potential, need for both ongoing and forward-looking approaches; and identification & provision of relevant skills: goes beyond issue of skills mismatch for skills development could be an important driver of change. Moreover, the anticipating is to inform policy making, to inform individual decisions, and to avoid imbalances and mismatch.

Then, she stressed about Labour Market Information (LMI) includes all that information about the two sides of the labour market: SUPPLY AND DEMAND, and how they interact with each other. LMI is benefited for policy making and civil service at various levels, administrators, workers, employers, counselling and guidance services, education and training providers, researchers & academe; and individuals and the broader public.

She also indicated on key questions, IDEAL approach-method or system of identification of skills needs. Different methods at national, sector/industry, regional/local level were also mentioned in this presentation.

At the end of her presentation, she identified the roles of tripartite partners especially for

- **Government:**
  - LFS-based information collection, analysis and dissemination
  - Compilation of sector or state/local levels data to present a national data
  - Dissemination of LMI to guide the training provision & employment services

- **Employers:**
Anticipating Skills Demand and Strengthening Labour Market Information Systems

- Undertaking, and/or participating national employer survey, or sector based surveys/studies
- Providing sector-based LMI (e.g. through SSCs)
- Reflect the LMI in their own HRD/skills investment planning

**Workers:**
- Undertaking, and/or participating in national industry/sectoral survey and studies
- Use the information to give advice to individual workers (e.g. wages levels, changing demands of skills)

**Part 02: H.E. LAOV Him,** Director General of DGTVET, Ministry of labour and Vocational Training, presented another topic on Labour Market Information System. This presentation covered on introduction to Cambodia Labour Market Information System, definition of LMIS, LMIS as a Network of Producers and Consumers of LMI, LMIS as a Store of LM Information, and LMIS as a Supplier of LM Intelligence.

At the beginning of his presentation, he provided information on the establishment of a Labour Market Information System that will collect, analyze, and disseminate labor market information. Moreover, Cambodia Labour Market Information System-CLMIS aims to

- Upgrade quality and effectiveness of TVET in order to meet present and future needs of the economy
- Strengthen the relevance of demand oriented formal and non-formal education.
- Address the mismatch between skills demand and supply
- Improve the understanding of the labor market
- Allow designing and implementing employment and labor policies needed by the Cambodia economy

Then he explained the meaning of LMIS in Cambodia which was classified into three categories as (1) Network of producers and consumers of LMI, (2) Store of LM Information; and (3) Supplier of LM Intelligence.

- LMIS as Network of producers & consumers of LMI. It aims to make internal and external stakeholders aware of the purposes and objectives of VETMIS and LMIS; and create a consultative body that will provide support in understanding labor market information, and suggestion on LM information and intelligence needs.
- LMIS as a Store of LM Information. It aims to create a complete, relevant and reliable database of LMI that will include all quantitative and qualitative information on labour market relevant for making informed choices and to take decisions.
- LMIS as a supplier of LM Intelligence. It aims to provide:
  - Labour market analysis, paying special attention to the transition from Educational and Vocational Training System to Labor Market
  - Analysis and forecast of training needs
  - Labour market and demographic scenarios as a tool to identifying and designing employment policies and labour market active policies (inclusive of education and vocational training policies)
  - Training in Labour economics, labour statistics and labour policies
Part 03: H.E Hong Choeun, Director of National Employment Agency (NEA), presented on Challenges and Experiences in Cambodia. This part covered on two main points: Policy Measures to Improve LMI and Major Challenges.

There are several policy measures take into consider in order improving LMI such as:

- Introduction of core legal framework: Statistics Law, Sub-decree on National Statistical System, Sub-decree on Designated Official Statistics, Sub-decree on LMI, etc.
- Provision of better LMI has been emphasized in the top national policy and strategy (Rectangular Strategy, National Strategic Development Plan), and the National TVET Plan
- Establishment of a tripartite National Training Board to better coordinate among main stakeholders and to better formulate TVET policy
- Setting up the National Employment Agency with a mandate as a Designated Statistical Unit responsible for LMI
- Setting up under NTB three tripartite Sub-committees on LMI, Qualification Framework and Competency Standards, and Testing and Quality Assurance.
- Setting up of LMIS, and Vocational Education and Training Management Information System (VETMIS) under support of ADB’s STVET project

After that he also mentioned the three major challenges in Cambodia such as Lack of Data Sources/Data Collection, Lack of Expertise/Proper Tools; and Lack of Financial Resources.

a. Lack of Data Sources/Data Collection. Currently, there are only few systematic statistical surveys or other sources of quantitative and qualitative information on skills needs [except Labour Force Survey (2001), Socio-Economic Survey (2011) Establishment Survey (2000), Population Census (2008), and Establishment Census (2011), and some administrative records from the Labour Ministry, NEA, etc.]. Surveys have not been carried out regularly and the administrative data are incomplete, no unified formats or proper standard classification

b. Lack of Expertise/Proper Tools. There are limited level of staff expertise (dependent on international experts). The level of expertise of participants in NTB is still limited and there is no methodology/model for forecasting of skills demand and supply.

c. Lack of Financial Resources. There are limited resources (large data collection depends mainly on external donor funding).

Technical Session 4 (Panel discussion): Role of Employers and Workers organizations in anticipating skills demand and strengthening LMIS.

Part 01: Mr. Kong Atith, Deputy Director General of Cambodia Labour Confederation as representative of Union, provided an oral presentation on the role of employers and workers organization. At the beginning of this presentation, he also mentioned that he was also one of participants who always had participated in several workshops related to the improvement of need
Anticipating Skills Demand and Strengthening Labour Market Information Systems

of Labor Market, TVET system in Japan and Korea. Japan is one country which has strong management system related to TVET such Training Center, National Employment Service. Workplace training was indicated in this presentation also during his mission to Korea. He also had visited a car safety bell factory which cooperated with training center in term of Theory and Application.

Concerning to the role of Union through Public Private Partnership-PPP, Union had cooperated with Job center, NTTI for sending workers to Malaysia for studying courses related to the electronic tools. Currently, Union is collecting all members’ information on their job resigns, their unemployed etc which Union could joined them with the other training center. At the end of his presentation, he also planned to share all workers especially youths graduated and non-graduated for the information of union which they could use it for the future need. However, he requested for good communicate relationship among government, trade unions and employers from now on.

Part 02: Mr. Som Chamnan, Executive Manager from CAMFEBA as representative of employer. On behalf of CAMFEBA, he would like to thank to MoLVT especially DGTVT and ILO had organized this workshop which is very useful for all participants in order to share their experiences and knowledge on LMIS. The mismatch between skill demands and providers is still the problem which we have to take it into consider even this could not solve for a short period. However that MoLVT is playing the most important role to manage these issues but the relevance stakeholders such as employers, employees, union etc have also to evolve with this.

He also mentioned about the collaboration project between CAMFEBA and ILO Geneva which focused on development skill including soft and hard skill for graduated students. Moreover, CAMFEBA also conducted a research which studied about the opinions of employers and youth on quality of training. The result was included the comparison between supply side and demand side which other institutions could use it as resources for their future studies on youth labour in Cambodia. At the end of his oral presentation, CAMFEBA committed to work closely with other stakeholders especially MoLVT in order to reduce the gap between supply and demand side.

Technical Session 5

H.E Hong Choeun, Director of National Employment Agency (NEA), gave his last presentation on Role of LMI in Implementing Labor Market Programs and Operating Job Centers.

At the beginning of this presentation, he mentioned about the structure of National Training Board-NTB which headed by Deputy Prime Minister and Minister in Charge of the Office of the Council of Ministers.

A Public Employment Services Agency established by Sub-degree of 27 April 2009 to provide Employment Services and Labor Market Information to Job Seekers, Employers, Employee, Education/Training Providers, and the public. A “Designated Statistical Unit” of NTB with the roles and responsibilities to establish and develop LMIS; and to coordinate, gather, synthesize, produce, compile, analyze, research, and publicly disseminate LMI as a convenient and single source of information in electronic and paper formats.

Then, he gave an detail information on development of Cambodia LMI. Under the support of ADB STVET Project, LMIS was established in order to collect, analyze, and disseminate labor market information with objective to address the mismatch between skills demand and supply, improve the
understanding of the labor market, allow designing and implementing the employment and labor policies needed by the Cambodia economy, strengthening the relevance of demand oriented formal and informal education; and upgrading the quality and effectiveness of TVET in order to meet the present and future needs of the economy. Moreover, LMI to be produced by NEA as a product of its functions from primary sources: e.g. employer skills need survey, and from conversion of information from various sources into value-added products.

After this, he also mentioned about the use of LMI in Implementing Labor Market Programs and Operating Job Center. Public Employment Services are the government institutions which plan and execute many of the labor market polices governments use to help workers enter the labor market, to facilitate labor market adjustments, and to cushion the impact of economic transitions.

Public Employment Services are now administering labour market programs such as employment insurance, skills retraining, especially during the crisis and for the disadvantaged.

There are some useful LMI on unemployment (jobseekers); eligible/ disadvantaged/ poor jobseekers/households; job opportunities (vacancies and self-employment), skills requirement, wage, education and skills levels of labor forces, and skills shortage and surplus; and skills and entrepreneurship development/training information/program.

At the end of the presentation, he also showed about the employability dimensions; and some LMI collected and analyzed by NEA with several data tables and graphics.
5 Results of group discussions

The results obtained from the panel groups are presented as following:

Group 01 – Employer:

<table>
<thead>
<tr>
<th>ISSUES/CHALLENGES</th>
<th>PROPOSED ACTION/S</th>
<th>TIME FRAME (6 months to 1year)</th>
<th>COOPERATING INSTITUTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Lack of LMI</td>
<td>• Frequent LMI demand survey to be done and published</td>
<td>every years</td>
<td>CDC, Corporate, NIS, NEA, Private sectors and ILO</td>
</tr>
<tr>
<td></td>
<td>• quality of NEA in providing support in sourcing to be improved</td>
<td>next 2 years</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• high school &amp; University presentation about career &amp; skills demand for specific job</td>
<td>2 times/year</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• promote study tour and internship program</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Demand – Identify source of talent for technical job vacancies</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Supply – Student do not know/ difficult to anticipate future potential sectors or majors to be study.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Frequent LMI demand survey to be done and published</td>
<td></td>
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<tr>
<td></td>
<td>• quality of NEA in providing support in sourcing to be improved</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>• promote study tour and internship program</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2) Weak linkage among Institutions (publics, privates and NGOs)</td>
<td>• Set up networking among training providers</td>
<td>Quarterly/ Semester</td>
<td>MoE, MoLVT and other Institutions</td>
</tr>
<tr>
<td></td>
<td>• Limit number of training institutions and specialization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3) Limited number of TVET school that are successfully running, lack of technical talent</td>
<td>• Promote technical jobs to attract enough enrolment for the success of the school</td>
<td>On-going</td>
<td>MoE, MoLVT and relevant stakeholders</td>
</tr>
<tr>
<td></td>
<td>• Having more and more talent</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4) Current education system do not produced skill workers that required by workplace</td>
<td>• Review current curriculum to fit the market demands</td>
<td>On-going</td>
<td>MoE, MoLVT and relevant stakeholders</td>
</tr>
<tr>
<td></td>
<td>• improve testing system quality and attendance and interaction quality</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5) Market demand keep changing without enough acknowledgement to employers and job seekers</td>
<td>• Effective information mechanisms and sharing should be setting up.</td>
<td>2 years</td>
<td></td>
</tr>
</tbody>
</table>

## Anticipating Skills Demand and Strengthening Labour Market Information Systems

### Group 02 – Institutes:

<table>
<thead>
<tr>
<th>ISSUES/CHALLENGES</th>
<th>PROPOSED ACTION/S</th>
<th>TIME FRAME (6 months to 1 year)</th>
<th>COOPERATING INSTITUTIONS</th>
</tr>
</thead>
</table>
| 1) Lack of specific information for defining the need of skills for training. | • CDC -------> NTB  
• NEA -------> TVET | 1 year - up | TVET . DG |
| 2) Lack of communication and confidence in cooperating between government and private sector | • Ministry’s policy  
• Law Labour | 1 year - up | NEA, Institutions |
| 3) Lack of resources (human/finance) | • Strengthening capacity  
• Government  
• Other relevant stakeholders | 1 year - up | Ministry of Labour and Vocational Training  
Ministry of Finance |
## Group 03:

<table>
<thead>
<tr>
<th>ISSUES/CHALLENGES</th>
<th>PROPOSED ACTION/S</th>
<th>TIME FRAME (6 months to 1 year)</th>
<th>COOPERATING INSTITUTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Lack of Labour Market Information</td>
<td>• Communicate for data collection</td>
<td>6 months</td>
<td>NEA, NIS, CDC</td>
</tr>
<tr>
<td>2) Human resource (Limitation of knowledge)</td>
<td>• Strengthen the skill capacity</td>
<td>1 year</td>
<td>NTTI</td>
</tr>
<tr>
<td>3) Lack of PPP</td>
<td>• Study visit in the industry (NIS, industry)</td>
<td>6 months</td>
<td>NIS, Industry</td>
</tr>
</tbody>
</table>
Group 04: Union

<table>
<thead>
<tr>
<th>ISSUES/CHALLENGES</th>
<th>PROPOSED ACTION/S</th>
<th>TIME FRAME (6 months to 1 year)</th>
<th>COOPERATING INSTITUTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Lack of communication between relevance stakeholders on the information providing</td>
<td>• Establish the extension system and educate members by cooperated between government and private sector</td>
<td>2012 -2014</td>
<td></td>
</tr>
<tr>
<td>2) There is not common national system usable.</td>
<td>• Assist in providing information and develop the National Labour System.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3) LMIS and information providing are not enough good quality.</td>
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<td></td>
</tr>
<tr>
<td>4) Lack of cooperation from private sectors</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5) National plan for labour development is not clear and limit (Need # supply)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6) National budget and National Plan do not match each other.</td>
<td></td>
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</tr>
</tbody>
</table>
6 Closing Ceremony

Before closing session for this workshop, Ms. Carmela Torres as ILO representative thanked the participants for their hard work and the input has been very valuable information. ILO will review the suggestion of participants (results of this workshop) and see what she will provide the next technical assistance to Cambodia. Moreover, she saw the good way of dialogue that why ILO always promoted a tripartition means did ILO not want to work only with government but also ILO want to see the real need of employers and Trade Union. After this, ILO will also work closely with Trade Union and Employers since all of them has their own needs. At the end of her speech, she suggested for all important stakeholders work to together and sharing among each other. She hoped that all participants will follow up on the outcome raised during the workshop.

In closing the workshop on behalf of the MoLVT, H.E Laov Him would like to suggest for all participants to start what they have been mentioned in the action plan during this workshop in order to collaborate and share the information. Currently, MoLVT is preparing structure, human resources (LMIS, NEA) and especially qualification framework to assure quality and capacity standard labour force for the future need. This structure will be took into consider and approve during the NTBs’ meeting on 17th February 2012. Moreover, he stressed that the strong collaboration between MoLVT and all stakeholders is a major key to reduce the gap between supply and demand sides.

He then thanked to ILO for the technical and financial support. Also, He thanked representatives of the trade unions, employers for their contributions during this workshop.

In reflecting on the outcomes of the workshop he again thanked those that the workshop and officially closed the workshop.
Appendix I: Program of workshop

AGENDA
National Workshop on

“Anticipating Skills Demand and Strengthening Labour Market Information Systems”

Thursday, 09th February 2012
Imperial Garden Villa and Hotel, Phnom Penh, Cambodia

Morning:

08.00 – 08.30  Registration

08.30 – 09.30  Opening ceremony – MC by DGT VET
Announcement of the ceremony and Cambodia national anthem
Welcome remarks by Ms. Carmela Torres, ILO Senior Skills and Employability Specialist of Sub-Regional Office in Bangkok
Opening remarks by H.E. Pich Sophoan, Secretary of State, Ministry of Labour and Vocational Training.
Group photograph

09.30 – 10.15  Introduction of Workshop (objective and agenda) – MC by DGT VET

Session 1: Synopsis of the ILO Japan Programmes on "Addressing Skills Mismatch through PPP" and "Anticipating Skills Demands for Sustainable and Inclusive Growth"
By Carmela I. Torres, ILO Senior Skills and Employability Specialist of Sub-Regional Office in Bangkok

Session 2: Presentation of the National Action Plan presented during the ILO/SKILLS-AP/Japan Regional Workshop and Study Programme on Addressing Skills Mismatch (Feb 2011); Updates on implementation (Cambodian participants)
By H.E. Laov Him, Director General of DGT VET
Mr. Kong Atith, Cambodia Labour Confederation.
CAMFEBA

10.15 – 10.30  Coffee break

10.30 – 11.00  Session 3: Anticipating Skills Demands and Labour Market Information System:
(a). Issues and methodologies of skills demand analysis and LMIS system building
By Carmela I. Torres, ILO Senior Skills and Employability Specialist of Sub-Regional Office in Bangkok

(b). Labour Market Information System
By H.E. Laov Him, Director General of DGT VET

(c). Challenges and experiences in Cambodia
By H.E. Hong Choeun, National Employment Agency.

11.00 – 11.30  Session 4: Panel discussion: Role of Employers and Workers organizations in anticipating skills demand and strengthening LMIS
By Mr. Kong Atith, Cambodia Labour Confederation.
CAMFEBA

11.30 – 12.15  Session 5: Role of LMI in implementing labour market programmes and operating job centres
By H.E. Hong Choeun, National Employment Agency.

12.15 – 13.15  Lunch break

Afternoon:

13.15 – 15.00  Session 6: Group work (4 Working Groups: Government, Employers, Workers and NGOS)
Facilitated by Mr. Nuon Rithy, ILO National consultant
15.00 – 16.00  Session 7: Presentation of Group outputs
Facilitated by Mr. Nuon Rithy, ILO National consultant

16.00 – 16.15  Coffee break

16.15 – 16.45  Session 8: Closing sessions
By Ms. Carmela I. Torres, ILO Senior Skills and Employability Specialist of Sub-Regional Office in Bangkok
H.E. Laov Him, Director General of DGTVE, MoLVT
Anticipating Skills Demand and Strengthening Labour Market Information Systems

Appendix II: Speaking notes for Ms. Camelar Torre, Senior Skills and Employability Specialist, ILO Decent Work Team, ILO Bangkok.

His Excellency Pich Sophoan, Secretary of State of MoLVT and Advisor to His Excellency Samdech Hun Sen, Prime Minister of Cambodia
H.E. Laov Him, Director General, DGTVET and his staff
H.E. Hong Choeun, Director General, NEA and his staff

Participants,
Distinguished partners,
Colleagues, Ladies and Gentlemen

Good Morning!

It is a great pleasure to welcome you all today to this National Workshop on Anticipating Skills Demand and Strengthening Labor Market Information Systems on behalf of the ILO Decent Work Team and the Country Office for Thailand, Laos and Cambodia in Bangkok.

I would like to extend my sincere appreciation to all participants and delegates for your time and interests in this workshop. I look forward to your active involvement in today’s sessions specially in learning the important role of skills demand anticipation and labor market information system which are central to the sustainable and inclusive development of Cambodia’s economy.

A key driving force of a country’s national development is skills which play a significant role particularly in economic growth, structural change and demographic development. A mismatch between skills demand and supply has high economic and social costs, resulting from but also contributing to structural unemployment. In order to capture the rapid economic and social changes to compete in the global market, many countries have listed the maturity of labor market information system and improvement of capability to anticipate skills demand among the top priorities on their policy agenda.

Anticipation of skills demand is a regular and systematic assessment of future prospects on the labor market. It takes account of changes in the balance of different economic sectors, changes in the demand for specific occupations within each sector, and changes in the specific skills required in each occupation, to help fill information deficits and avoid future imbalances and mismatches in the changing labor market. As such, anticipating future skills needs is recognized as the first building block of a robust training and skills strategies and policies. Anticipating skills demand, through a well-organized labor market information system, not only forecasts the needs for vocational education and higher professional education to better balance between the supply and the demand for a skilled workforce but it also functions as an effective tool for the various stakeholders, including jobseekers, employers, training institutions and employment services agencies among others, to make decisions at all levels about their future career development.

+++++++

4 2011, A skilled workforce for strong, sustainable and balance growth, A G20 Training Strategy, P 28
Cambodia has undergone remarkable economic growth over the past decade. Yet the growing mismatch between the skills of the labor force and those demanded by employers remains a major challenge which hinders skills development and decent job creation and consequently restrains the progress of balanced and sustained growth.

To address this challenge, priority attention has to be given to aligning the national training provision to skills demand and future skills needs. It is important to note that the National Strategic Development Plan (2009-2013) has recognized further developing labour market information systems a priority to establish linkages and information flows between employers, workers, and training institutions. The priority is also reflected in the National TVET Development Plan which addresses a range of needs, from such immediate needs as filling the skills gaps and improving vocational training, to longer-term objectives of reform in higher education system, to upgrade the labour force and create more decent jobs. Likewise, Cambodia’s Decent Work Country Program 2011-2015 also incorporates the need to strengthen the labour market data and information into its Country Programme (CP) priorities.

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Given these circumstances, we have designed this workshop to address initially, the needs of Cambodia in determining future skills demand and strengthening labor market information system. It will provide a great opportunity for participants to identify the conceptual and practical challenges in Cambodia as well learn some international good practices. Three delegates—tripartite—from Cambodia will be attending the forthcoming ILO/Japan Regional Workshop on Anticipating Skills Demand for Sustainable and Inclusive Growth on 27 Feb to 1 March in Sendai, Japan and I hope that they can bring with them some valuable inputs from this workshop which they can share with other participants from Bangladesh, India, Indonesia, Lao PDR and Viet Nam. I do hope that you will all actively participate in this workshop and share your valuable ideas which should lead to some practical, successful methodologies and concrete follow-up activities. Our National Consultant, Mr. Rithy Nuon will be facilitating discussions and providing support to our sessions.

Finally, I would like to thank H.E. Laov Him, DGTVEF of the Ministry of Labor and Vocational Training and his staff for organizing this workshop. I foresee more future collaboration with DGTVEF after this workshop since ILO has identified Cambodia as a priority country on skills development for the next two years. But I would like to specially express my sincere appreciation and thanks to H.E. Pich Sophoan, a staunch supporter of ILO’s goal for decent and productive employment, for his continued and dedicated motivation in Cambodia. ILO’s assistance is not complete without these commitments. The ILO is always committed to work with its tripartite partners in Cambodia to achieving the shared vision for Decent Work in general, and in particular, for improved skills and employability of women and men in Cambodia.

Thank you and I wish you all fruitful exchanges and productive outcomes!
Have a good day!
Appendix II: Speaking notes for H.E Dr. Pich Sophoan, Secretary of State for Ministry of Labour and Vocational Training, and as Personal Advisor to Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of Kingdom of Cambodia, on the occasion of the opening ceremony of the National Workshop on “Anticipating Skills Demand and Strengthening Labour Market Information” on 9th February 2012, Imperial Garden Villa & Hotel.

My respects to:

- Dignitaries of the Event!
- Excellencies, Lok Chumteav, national and international distinguished guests!
- The whole meeting!

It is my great honor and pleasure to be invited here today to preside over the opening ceremony of the National Workshop on “Anticipating Skills Demand and Strengthening Labour Market Information” which was organized by the General Department of Technical and Vocational Training in collaboration with the International Labour Organization – ILO. First of all, I would like to extend my cordial welcome to you for taking your busy schedule participating in the today’s workshop. On behalf of the Ministry of Labour and Vocational Training and on my own behalf, I would at this moment like to convey my profound thanks to the International Labour Organization-ILO for its support in the successful organization of this significant event.

As I could recall, that’s not the first time that the International Labour Organization-ILO has worked in cooperation with the Ministry of Labour and Vocational Training with the aim to bring about the reform to and development in the field of technical and vocational training in Cambodia. For example, in collaboration with the General Department of Technical and Vocational Training, a national workshop on the state-private partnership for the technical and vocational training was successfully organized on August 24, 2011 by the International Labour Organization. Besides, the International Labour Organization has also established 5 vocational centers: 1- the National Institute of Technical Training, 2- Polytechnic Institute of Battambang Province, 3- Polytechnic Institute of Kampot Province, 4- Vocational Center of Siem Reap Province and 5- Vocational Center of Svay Rieng Province. The goal of this center creation is to provide facilitation for the job seekers, trainers and employers to get access to the same benefits through the sharing of information. These have reflected the ILO’s good communication and strong commitment in Cambodia’s human resource development.

Excellencies, Ladies and Gentlemen!

It is also important to note the difference between the technical and vocational training and general education, which the former produce the human resources for the market. To this end, we, the training providers, should inform the need for social skills, i.e. the information on labour market. So, what is the labour market information? The labour market information covers two aspects: it is on one hand the labour supply and the labour demand, on the other hand. The information on the labour supply should include the information on the training, data on the skills and diploma holders, etc. while the information on the labour demand includes, among others, the data on career, employment by particular skills. It can be hence concluded that the labour market information is a tool which bridges the three parties: the training provider, job seekers and employers. The labour market information, in addition, is also a tool that facilitates the balance between the training provision and employers. With specific information on the labour market, the surplus or deficit trend would be averted in the human resource training activities and in the service production activities, which would, as a result, be beneficial in terms of the human resources, materials, budget, and time, and concurrently contribute to the rapid development of national economy. Based on the above points of view, I would like to highly appreciate the organization of the today’s workshop under the topic, Anticipating Skills Demand and Strengthening Labour Market Information.
I hope that this workshop would lead to the sharing of further experiences in the development of the technical and vocational trainings to respond to the labour market demands.

I would once again like to sincerely thank the International Labour Organization and hope that other forms of support would be continuously provided. I would lastly like to wish you all the 4 benedictions of Buddha: Longevity, Nobility, Peace and Power, and that this workshop would bring about success and bountiful results.

I now declare this workshop open.

Thanks for your attention!
Appendix IV:

Technical Session 01: Synopsis of the ILO/Japan Regional Skills Programme FY 2010 and FY 2011.
Session 1: Synopsis of the ILO/Japan Regional Skills Programme FY 2010 and FY 2011

Carmela I. Torres
ILO Decent Work Team Bangkok
Bangkok, Thailand

FY 2010: Addressing Skills Mismatch through Public Private Partnership
FY 2011: Anticipating Skills Demands for Sustainable and Inclusive Growth

Regional Workshop & Study Programme on Addressing Skills Mismatch through PPP

- Tokyo Kenshu Centre in Tokyo, Japan
- 14-18 February 2011
- Tripartite delegation: Bangladesh, Cambodia, Indonesia, India, Mongolia and Viet Nam
- Participants deepened their knowledge of issues and causes of skills mismatch and the role of partnerships in overcoming the issues.
- National action plans were drafted and followed through.
- Field visits: PES institution; public training institution; industry-run training institution

Addressing Skills Mismatch through PPP Regional Workshop

- Objectives
  1. to promote partnerships between public and private organizations; and
  2. to support skills development in a post economic crisis environment for sustained recovery.
- Themes evolved around
  1. crisis response and Global Jos Pact,
  2. national adjustment interventions particular to mitigating skills mismatch and improving employment services,
  3. LMIS, qualifications and TVET – all these themes contained an element of the role of PPP in post crisis and recovery.

Selected Sessions : FY 2010 Regional Workshop

- Challenges of skills mismatch
- Enabling policy, institutional structure and incentives
- Experience of PPP programmes
- Skills standards and programmes response to labour market
- Anticipation of skills demands and LMIS
- Employment services
- Cambodia’s National Action Plan (Details Session 2)

Skills Mismatch

Skills Mismatch and Terms

<table>
<thead>
<tr>
<th>Skills Shortages</th>
<th>Job vacancies due to lack of applicants with right skills set</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skills Gaps</td>
<td>Skills of existing employees less than the requirement of job</td>
</tr>
<tr>
<td>Underemployment</td>
<td>Skills of existing employees more than the requirements of job</td>
</tr>
<tr>
<td>Education level</td>
<td>Applicants matches but skill sets do not match job requirements</td>
</tr>
</tbody>
</table>

'Skills' includes knowledge, skills and competencies (including both hard/soft skills)
Matching of Skills Supply at Multiple Levels

- **National level**
  - Supply of skills is coordinated with the need of national economic and employment needs through manpower planning (e.g., Singapore)

- **Sector level**
  - Planning of skills development is to support the implementation of the sector development strategy (e.g., sector skills councils, SA, UK, IND, BGD)

- **Local economy level**
  - Skill development is planned in line with the needs of local economic development planning and processes

Measure to Reduce Skills Mismatch

- **Policy**
  - Coordination between employment and economic growth

  - **System**
    - Labor Market Information system
    - Awareness raising

  - **Training Delivery**
    - Establishment of industry-led body on skills
    - Reflect industry’s needs in skills standards, qualifications and training materials
    - Increased flexibility in training provision
    - Decentralization: Greater Autonomy to training institutions

- **Operational/Programme**
  - Strengthening of apprenticeship scheme
  - Promotion of other PPP training delivery (incl. tailor made training)
  - Workplace learning
  - Promoting excellence

PPP at Different Levels

<table>
<thead>
<tr>
<th>Policy</th>
<th>System</th>
<th>Training Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participating in policy making and implementation and review</td>
<td>Provision of LMI guide planning of training</td>
<td>Relevant training through (joint) management of TI</td>
</tr>
<tr>
<td>Development of competency/skills standards, training modules, qualification frameworks</td>
<td>Inputs to training curriculum, training facilities</td>
<td></td>
</tr>
<tr>
<td>Assessment &amp; certification</td>
<td>Apprenticeship, internship</td>
<td></td>
</tr>
<tr>
<td>Setting of SSC</td>
<td>Upgrading / setting of TI</td>
<td></td>
</tr>
<tr>
<td>Development of sector workforce development strategy</td>
<td>Intra-firm skills/technical transfer</td>
<td></td>
</tr>
<tr>
<td>Improving the effectiveness of employment services</td>
<td>Employee training</td>
<td></td>
</tr>
</tbody>
</table>

Regional Workshop on Anticipating Skills Demand for Sustainable & Inclusive Growth

- Sendai, Japan: 27 Feb to 01 March, 2011
- Tripartite delegation: Bangladesh, Cambodia, Indonesia, India, LaosPDR and Viet Nam
- Objectives
  1. Improve knowledge on analysis of future skills needs
  2. Develop proposals on how to meet future skills needs
  3. Identify key elements in a generic skills portfolio for the future
  4. Learn how to provide advice to improve jobseekers’ awareness where there is demand for skills
- Fields visits: Employment services centre and Natori training site
- Action plans

THANK YOU FOR YOUR ATTENTION
Appendix V:

Technical Session 02: Action plan from the Sessions and Field Visits and the Formulation of the National Action Plans
Ministry of Labour and Vocational Training

Presentation on
Action plan from the
Sessions and Field Visits and the
Formulation of the National Action Plans

9th February 2012
Presented by H. E. LAOV Him, Director General, DGTVE, MoLVT

3 ACTION PLANS IDENTIFIED

1: PPP (Public Private Partnerships)
2: LMIS (Labour Market Information System)
3: Competency Standard (CS)

1.1: OBJECTIVES/Activities

- Workshop on PPP (Public Private Partnership):
  Knowledge and awareness raising on PPP (Higher and more decision maker Level)

(Conducted on 24 August 2011)

1.2: BRIEF DESCRIPTION

- Experts from ILO needed
- Bring all social parties to understand the importance of PPP

1.3: OUTPUTS/OUTCOM

- All main players understand the importance and need of PPP that will benefit all parties (employees, employers and government)

1.4: TIME FRAME & RESOURCES

- Between May-Jul. 2011 (Conducted on 24 August 2011)
- Finance from ILO and in kind supports from all holders
2.1: OBJECTIVES/ACTIVITIES

• LMIS (Labour Market Information System): Knowledge and awareness raising on LMIS

2.2: BRIEF DESCRIPTION

• Experts from ILO needed. Bring all social parties to understand the importance of LMIS

2.3: OUTPUTS/OUTCOME

• All main players understand the importance and need of LMIS that will benefit all parties (employees, employers and government)

2.3: TIME FRAME & RESOURCES

• Between Sep.-Nov. 2011 (Conduct on 09th February 2012)

• Finance from ILO and in Kind supports from all stakeholders.

3.1: OBJECTIVES/ACTIVITIES

• Competency Standard (CS): Knowledge and awareness raising on CS.

3.2: BRIEF DESCRIPTION

• Experts from ILO needed. Bring all social parties to understand the importance of CS.
3.3: OUTPUTS/OUTCOME

- All main players understand the importance and need of CS that will benefit all parties (employees, employers and government)

3.4: TIME FRAME & RESOURCES

- Between May.-Jul. 2012
- Finance from ILO/ADB and in kind supports from all stakeholders.

Thank for your attention!
Appendix VI:

Technical Session 03:

Part 01: Anticipating Skills Demands and Labour Market Information System: Issues and methodologies of Skills demand analysis & LMIS system building
Session 3: Anticipating Skills Demands and Labour Market Information System
Issues and methodologies of Skills demand analysis & LMIS system building

CARNEA I. TORRES
ILO Decent Work Team Bangkok
Bangkok, Thailand

Why the need for identification?
Key role of identification of skills needs:
• Today's labour market reduce skills mismatch
• Tomorrow's labour market prepare for technologies and industries with growth potential
• Need for both on-going and forward-looking approaches
• Identification & provision of relevant skills: goes beyond issue of skills mismatch skills development could be an important driver of change

Why to anticipate?
• To inform policy making
• To inform individual decisions
• To avoid imbalances and mismatch

What is labour market information?
LMI includes all that information about the two sides of the labour market: SUPPLY AND DEMAND, and how they interact with each other.

Some examples on LMI

<table>
<thead>
<tr>
<th>Labour Supply side</th>
<th>Labour demand side</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information on training programs</td>
<td></td>
</tr>
<tr>
<td>Skills data</td>
<td></td>
</tr>
<tr>
<td>Number of graduates produced in various fields per year</td>
<td></td>
</tr>
<tr>
<td>Number of education/vocational institutions</td>
<td></td>
</tr>
<tr>
<td>Other Administrative data collected by all major producers of LMI</td>
<td></td>
</tr>
<tr>
<td>Occupation classification data</td>
<td></td>
</tr>
<tr>
<td>Vacancies</td>
<td></td>
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<tr>
<td>Wages statistics</td>
<td></td>
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<tr>
<td>Labour productivity</td>
<td></td>
</tr>
<tr>
<td>Birth and death of companies</td>
<td></td>
</tr>
<tr>
<td>Redundancies</td>
<td></td>
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<tr>
<td>Job projections</td>
<td></td>
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<tr>
<td>Skill gap</td>
<td></td>
</tr>
</tbody>
</table>

USES of LMI

<table>
<thead>
<tr>
<th>Users</th>
<th>Use</th>
<th>Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Planners</td>
<td>Assessing employment problems, fixing employment targets and identifying employment-intensive technologies and investments.</td>
<td>Education level, skills required, age, experience, etc.</td>
</tr>
<tr>
<td>Policy makers of education and vocational training programs</td>
<td>Assessing the relevance of existing courses and identification of new courses for educational development</td>
<td>Employment and unemployment rate, industry and occupational distribution, skills shortages and surpluses</td>
</tr>
<tr>
<td>Policy makers of employment programs</td>
<td>Identification of implementation needs, identification of eligible beneficiaries, etc.</td>
<td>Employment and unemployment rate, industry and occupational distribution, skills shortages and surpluses</td>
</tr>
<tr>
<td>Employers</td>
<td>Labour planning at employer level</td>
<td>Skills available locally, shortages, wage levels and average conditions, sources of recruitment, etc.</td>
</tr>
<tr>
<td>Trade unions</td>
<td>Programs for re-employment of retrenched workers, skills training program</td>
<td>Job and self-employment opportunities, wage levels and average conditions in relevant sectors</td>
</tr>
<tr>
<td>Job seekers</td>
<td>To find out about employment opportunities and their requirements</td>
<td>Job opportunities, wages, service conditions, awareness of self-employment, starter programmes, job and occupational information, etc.</td>
</tr>
</tbody>
</table>

BENEFICIARIES of LMI

• policy making and civil service at various levels
• administrators
• workers
• employers
• counselling and guidance services
• education and training providers
• researchers & academe
• individuals and the broader public
KEY QUESTIONS

 What are your policy objectives / needs?
 What are your research objectives? What do you want to find out?
 Who will be a primary user of the findings?
 Who will perform research / data collection / analysis?
 What are the financial resources you have for the study / data collection?

IMPORTANT!
Before undertaking any identification of skill needs exercise always answer the following questions:

Is there an IDEAL approach?

PROS & CONS

<table>
<thead>
<tr>
<th>Alternative approaches</th>
<th>Advantages</th>
<th>Disadvantages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Formal, national level, quantitative, model-based projections</td>
<td>Comprehensive, credible, transparent, quantitative.</td>
<td>Concerns: data, not everything can be quantified.</td>
</tr>
<tr>
<td>Ad hoc, sectoral or occupational studies (using a variety of quantitative [model-based] and qualitative tools)</td>
<td>Strong on sectoral or other specifics.</td>
<td>Partial: can be inconsistent across sectors, areas, etc.</td>
</tr>
<tr>
<td>Surveys of employers or other groups, making small sample intensive and explicit</td>
<td>Direct user/customer involvement.</td>
<td>May be very subjective, inconsistent, costly, can be too focused on current vacancies rather than skill gaps within the current workforce.</td>
</tr>
<tr>
<td>Focus groups, round tables, observatories and other Delphi style methods</td>
<td>Holistic, direct user/customer involvement.</td>
<td>Non-systematic, can be inconsistent, can be subjective.</td>
</tr>
</tbody>
</table>

There is no ideal method or system of identification of skills needs

• Evolutionary process
• No One size fits all

CONSIDER:

• Present system of education and training
• Institutional development
• Decision making structures
• Data availability
• Financial, technical and human resources

Methods at National Level

• Forecasting/model-based assessments
• Scenarios
• Foresights
• Enterprise surveys
• Holistic/combined approaches
• Delphi studies
• Direct assessment of skills
• Backcasting
• Tracer studies/school-leavers surveys
• On-going social dialogue thru institutional structures, decision-making bodies, technical committees, working groups, etc.

Methods at Sector/Industry

• Model-based projections
• Scenarios
• Foresights
• Enterprise surveys
• Skills audits/TNAs
• Sector scouting
• Holistic and combined methods
• On-going social dialogue thru decision-making & technical bodies (e.g. Sector Skills Councils, Sectoral observatories)
Methods at regional/local level

- Forecasts technically possible but practically very difficult
- Enterprise surveys
- Combined holistic methods (shared diagnosis)
- Structured in-depth interviews stakeholders/experts
- Focus groups
- Surveys among regional PES
- Social dialogue (thru PPP, observatories)

What are useful at any level?

- General statistics (LFS, national census etc)
- Content analysis of job advertisements
- Focus groups
- Combined and holistic methods
- Social dialogue

FORECASTING

BEFORE
- Intensive eco planning in post WW II
- Manpower planning since late 1950s and 1960s
- Early 1970: post mortem of manpower forecasting due to errors discovered
- 1973 & 1979: oil crises—overturning of eco planning
- Planning function of manpower forecasting diminished and/or abandoned

AT PRESENT
- Not mechanical—very sophisticated modelling
- Forecasting combined with qualitative information
- Still very demanding on data (e.g. sampling, time series)
- 2 main functions: policy & information
- LMI has become a public good
- Only one thing about forecasting is certain: reality will be & should be quite different

Overview of Quantitative and Qualitative LMIS

Econometrics model

Occupations with the fastest growth, Excerpt from US DOLE BLS

<table>
<thead>
<tr>
<th>Occupations</th>
<th>Percent change</th>
<th>Number of new jobs (in thousands)</th>
<th>Wages (May 2008 median)</th>
<th>Education/Training category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biomedical engineers</td>
<td>72</td>
<td>11.6</td>
<td>$77,400</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>Network systems and data communications analysts</td>
<td>53</td>
<td>105.8</td>
<td>76,330</td>
<td>Bachelor’s degree</td>
</tr>
</tbody>
</table>
**Enterprise Survey**

<table>
<thead>
<tr>
<th>Source</th>
<th>% of workforce in skills gap</th>
<th>% of workforce in skills gap</th>
<th>% of workforce in skills gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>70,712</td>
<td>7</td>
<td>100</td>
</tr>
<tr>
<td>Sector</td>
<td>1,352,000</td>
<td>7</td>
<td>100</td>
</tr>
<tr>
<td>Agriculture</td>
<td>2,400</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>Mining and Quarrying</td>
<td>200</td>
<td>15</td>
<td>1,000</td>
</tr>
</tbody>
</table>

**Strengths**
- Enable in-depth look at enterprise/sector levels
- Provide better insights in terms of types, volume and levels of skills gaps/shortages (incl. non-occupation specific skills)
- Indicate the emergence of new occupations, or new skills requirements for existing occupations

**Limitations**
- Challenging to gain a representative picture
- Challenging to administer
- Difficult to maintain a comprehensive and updated list of enterprises

**Sector Studies**

**Strengths**
- Projection of skills demands in light of current and future scenarios of the sector growth
- Enable to reflect more sensibly technological, product, market and other changes in projecting skills demands
- Facilitate skills development - sector growth coordination

**Limitations**
- May require sector representative structures (such as SSCs) for periodic and consistent studies
- Achieve the representative picture of the sector is a challenge
- Require strong capacity in the sector

**Appropriate Methodologies: Points of Consideration**

- Need to balance between accuracy and availability of resources and capacity when exploring appropriate methodologies
- Need to be clear about what levels of information you require and you can manage
- Combination of quantitative and qualitative methods desirable

**Roles of Tripartite Partners**

- **Government:**
  - LFS-based information collection, analysis and dissemination
  - Compilation of sector or state/local levels data to present a national data
  - Dissemination of LMI to guide the training provision & employment services
- **Employers:**
  - Undertaking, and/or participating national employer survey, or sector based surveys/studies
  - Providing sector-based LMI (e.g. through SSCs)
  - Reflect the LMI in their own HRD/skills investment planning
- **Workers:**
  - Undertaking, and/or participating in national industry/sectoral survey and studies
  - Use the information to give advice to individual workers (e.g. wages levels, changing demands of skills)

**Thank you for your attention!**

Some emerging economies which use modelling for skills forecasting
- Czech Republic
- Republic of Korea
- South Africa
- Brazil
- Russia

Always requires good use of qualitative inputs!
Part 02: Labour Market Information System
Presentation on Labour Market Information System

Ministry of Labour and Vocational Training
Strengthening Technical and Vocational Education and Training (STVET) Project ADB
Grant: No. 0178-CAM

Presentation on Labour Market Information System

9 February 2012
Presented by H. E. LAOV Him, Director General, DGTVE, MoLVT

Cambodia Labour Market Information System

Contents

- Introduction to Cambodia Labour Market Information System
- What is LMIS?
- LMIS as a Network of Producers and Consumers of LMI
- LMIS as a Store of LM Information
- LMIS as a Supplier of LM Intelligence

Cambodia Labour Market Information System

In order to strengthen the Institutional Capacity to Plan and Manage Technical and Vocational Education and Training, STVET project envisages

The establishment of a Labour Market Information System that will collect, analyze, and disseminate labor market information.

Cambodia Labour Market Information System

The main objectives of the CLMIS are:

- Upgrade quality and effectiveness of TVET in order to meet present and future needs of the economy
- Strengthen the relevance of demand oriented formal and non-formal education.
- Address the mismatch between skills demand and supply
- Improve the understanding of the labor market
- Allow designing and implementing employment and labor policies needed by the Cambodia economy

Cambodia Labour Market Information System

What is a LMIS?

- Network of producers and consumers of LMI
- Store of LM Information
- Supplier of LM Intelligence

Cambodia Labour Market Information System

LMIS as Network of producers & consumers of LMI

Objectives:
- Make internal and external stakeholders aware of the purposes and objectives of VETMIS and LMIS
- Create a consultative body that will provide support in understanding labor market information, and suggestion on LM information and intelligence needs

Output:
- 1st meeting of Stakeholders was held 23 Nov 2011

Future activities:
- To convene two more stakeholders meetings, the first in March to provide an update of the accomplishments of LMIS, the second at the end of June 2012
Cambodia Labour Market Information System

**LMIS as a Store of LM Information**

**Objective**
Create a complete, relevant and reliable data-base of LMI that will include all quantitative and qualitative information on labour market relevant for making informed choices and to take decisions.

**Activities**
- Survey available quantitative LMI and assess their reliability
- Collect relevant qualitative information
- Define the data to be stored, the output to be produced, the query system to be used
- Produce the technical design of the LMIS identifying hardware, software, system configuration
- Store the quantitative and qualitative information
- Pilot Test the LMIS
- Produce the CLMIS Web site
- Test the relevance of the System producing a Labour Market Report

**Output**
- The survey of the available Labour Market Information (Survey and Administrative) has been completed
- A data map of the demographic data published by the UN Population Division has been completed and data collected
- The data map of the information provided by ILO has been completed and data collected
- The data map of the 2001 Labour Force Survey has been completed and data collected
- Macro-economic data have been collected
- A bibliography of relevant publication has been finalized

**Thank You!**
Part 03: Challenges and Experiences in Cambodia
Challenges and Experiences in Cambodia

Hong Choeun
National Employment Agency
in
National Workshop on Anticipating Skills Demand and Strengthening Labor Market Information
09 February 2012
Imperial Garden Villa and Hotel, Phnom Penh, Cambodia

Policy Measures to Improve LMI

• Introduction of core legal framework: Statistics Law, Sub-decree on National Statistical System, Sub-decree on Designated Official Statistics, Sub-decree on LMI, etc.
• Provision of better LMI has been emphasized in the top national policy and strategy (Rectangular Strategy, National Strategic Development Plan), and the National TVET Plan
• Establishment of a tripartite National Training Board to better coordinate among main stakeholders and to better formulate TVET policy

Major Challenges

Lack of Data Sources/Data Collection

• Few systematic statistical surveys or other sources of quantitative and qualitative information on skills needs, except:
  ➢ Some administrative records from the Labour Ministry, NEA, etc.
• Surveys have not been carried out regularly
• Administrative data are incomplete, no unified formats or proper standard classification

Lack of Expertise/Proper Tools

❖ Limited level of staff expertise (dependent on international experts)
❖ Level of expertise of participants in NTB is still limited
❖ No methodology/model for forecasting of skills demand and supply

Lack of Financial Resources

❖ Limited resources (large data collection depends mainly on external donor funding)

• Setting up the National Employment Agency with a mandate as a Designated Statistical Unit responsible for LMI
• Setting up under NTB three tripartite Sub-committee on:
  — LMI
  — Qualification Framework and Competency Standards
  — Testing and Quality Assurance
• Setting up of LMIS, and Vocational Education and Training Management Information System (VETMIS) under support of ADB’s STVET project

• No systematic surveys on post-training employment experience
• No systematic or unified administrative data record from individual training providers or TVET administrator
• Level of participation from employers in NTB is still week
Appendix VII:

Technical Session 05: Role of LMI in Implementing Labor Market Programs and Operating Job Centers
National Training Board (NTB)

- Headed by Deputy Prime Minister and Minister in Charge of the Office of the Council of Ministers
- An apex inter-ministerial and tri-partite body for closer dialogue among stakeholders and to coordinate training policy formulation and planning
  - At provincial level: Provincial Training Board

**National Employment Agency**

- A Public Employment Services Agency established by Sub-degree No. 67 of 27 April 2009 to provide:
  - Employment Services and Labor Market Information to: Job Seekers, Employers, Employee, Education/Training Providers, and the public
- A "Designated Statistical Unit" of NTB (by Sub-degree No. 117 of 13 Sept 2010) with the roles and responsibilities to:
  - establish and develop LMIS
  - coordinate, gather, synthesize, produce, compile, analyze, research, and publicly disseminate LMI as a convenient and single source of information in electronic and paper formats

**Two Convenient Service Options**

- **NEA (One-Stop Service)**
  - Online Service: www.nea.gov.kh
  - Job Centers: To be established in all provinces

- **Labor Market Information**
Services for Employers

- Labor market information (Analysis and Forecast)
- Vacancy announcement
- Access to jobseeker databank
- Vacancy matching and jobseeker referral
- Selection and recruitment
- Office space for interviewing and selecting jobseekers
- Advice on recruitment
- Coordinating on-site recruitment
- Recruitment events, job fair, etc.

Services for Jobseekers

- Jobseeker registration (non-, semi-, high-skilled)
- Internship placement, career seminar, career fair, etc.
- Labor market information
- Career, vocational and employment guidance and counseling
- Access to vacancy and training information

Development of Cambodia LMI

- Under ADB STVET Project (ADB Grant Number: 0178-CAM): to establish an LMIS that will collect, analyze, and disseminate labor market information with objective to:
  - Address the mismatch between skills demand and supply
  - Improve the understanding of the labor market
  - Allow designing and implementing the employment and labor policies needed by the Cambodia economy

Use of LMI in Implementing Labor Market Programs and Operating Job Center

- Public Employment Services are the government institutions which plan and execute many of the labor market policies governments use to help workers enter the labour market, to facilitate labour market adjustments, and to cushion the impact of economic transitions.
- Public Employment Services are now administering labour market programmes such as employment insurance, skills retraining, especially during the crisis and for the disadvantaged

LMI to be produced by NEA:

- as a by product of its functions
- from primary sources: e.g. employer skills need survey
- from conversion of information from various sources into value-added products

—Strengthening the relevance of demand oriented formal and informal education.
—Upgrading the quality and effectiveness of TVET in order to meet the present and future needs of the economy
Some useful LMI on:
- unemployment (jobseekers); eligible/poor jobseekers/households;
- job opportunities (vacancies and self-employment), skills requirement, wage
- education and skills levels of labor forces, and skills shortage and surplus
- skills and entrepreneurship development/training information/program

For:
- job search assistance, matching and placement
- counselling and guidance
- services planning, etc

### Employment Counseling
Assisting job seekers to effectively promote themselves to enterprises with job vacancies

#### Personal / Environmental Factors
- Clear Job Objective
- Skills & Requirements to perform the job
- Ability to maintain a job

#### Personal / Environmental Factors
- Career Counseling
  - Assistance job seekers select an appropriate occupation
- Vocational Counseling
  - Assisting job seekers identify skills gaps and determine the most appropriate means of closing these gaps
- Employment Counseling
  - Assisting job seekers to effectively promote themselves to enterprises with job vacancies

### Labour Market Programmes & Services

#### Educational Upgrading
- Access to internet sites and LMI
- Vocational Counseling
  - Assisting job seekers identify skills gaps and determine the most appropriate means of closing these gaps
- Skills training programmes
- Educational Upgrading
  - On-the-job training
- Entrepreneurial Training & related services
- Job Subsidies programmes
- Internship programmes

#### Life Skills Coaching
- Importance of lifelong learning
- Developing good work habits
- Life skills coaching

### Cambodia - Total Population by main age group; 1950, 1980, 2010

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<tr>
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<th>15-64</th>
<th>65+</th>
<th>Total</th>
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<td>117</td>
<td>4,345</td>
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<td>1980</td>
<td>2,537</td>
<td>3,780</td>
<td>189</td>
<td>6,506</td>
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<tr>
<td>2010</td>
<td>4,510</td>
<td>9,091</td>
<td>537</td>
<td>14,138</td>
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<tr>
<td>1950-2010</td>
<td>2,676</td>
<td>6,697</td>
<td>420</td>
<td>9,793</td>
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<tr>
<td>% change (1950-2010)</td>
<td>145.9</td>
<td>279.7</td>
<td>359.0</td>
<td>225.4</td>
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</tbody>
</table>

### Cambodia Population by Single Year of Age in 2008

- Female
- Male
Table 1 - Cambodia; Labour market variables; 1998 and 2008

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td><strong>Men</strong></td>
<td></td>
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<tr>
<td>WAP</td>
<td>3,009</td>
<td>4,201</td>
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<td>3,396</td>
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<td>Employment</td>
<td>2,330</td>
<td>3,346</td>
<td>1,016</td>
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<td>Unemployment</td>
<td>113</td>
<td>51</td>
<td>-63</td>
<td>-55.4</td>
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<tr>
<td><strong>Women</strong></td>
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<tr>
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<td>-57.9</td>
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<td><strong>Total</strong></td>
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<td>Unemployment</td>
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<td>114</td>
<td>-151</td>
<td>-56.8</td>
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Main Labour market indicators; 1998 and 2008

<table>
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<td></td>
<td>Men</td>
<td>Women</td>
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<td>Sex</td>
<td>Gender</td>
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<tr>
<td>WAP</td>
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<td>79.6</td>
<td>69.2</td>
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<td>73.0</td>
<td>77.0</td>
<td>78.3</td>
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<td>Labour Force</td>
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<td>80.9</td>
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<td>77.0</td>
<td>78.3</td>
<td>78.3</td>
<td>-4.8</td>
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<tr>
<td>Employment</td>
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<td>5.8</td>
<td>1.8</td>
<td>5.3</td>
<td>1.6</td>
<td>1.6</td>
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</table>

Contribution of the main economic sectors to employment growth between 1998-2008

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<tr>
<th>Sector</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary</td>
<td>64.9</td>
<td>56.8</td>
<td>60.8</td>
</tr>
<tr>
<td>Secondary</td>
<td>15.2</td>
<td>22.2</td>
<td>18.7</td>
</tr>
<tr>
<td>Tertiary</td>
<td>21.1</td>
<td>22.0</td>
<td>21.5</td>
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</table>

Cambodia - GDP at constant prices - yearly percentage rates of growth

<table>
<thead>
<tr>
<th>Year (04-10)</th>
<th>GDP</th>
<th>VA</th>
<th>Services</th>
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<tbody>
<tr>
<td>2004-05</td>
<td>4.0</td>
<td>4.8</td>
<td>5.0</td>
</tr>
<tr>
<td>2005-06</td>
<td>2.9</td>
<td>4.5</td>
<td>3.7</td>
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<tr>
<td>2006-07</td>
<td>2.3</td>
<td>4.4</td>
<td>2.8</td>
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<tr>
<td>2007-08</td>
<td>2.2</td>
<td>4.2</td>
<td>2.0</td>
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<tr>
<td>2008-09</td>
<td>2.1</td>
<td>4.0</td>
<td>1.8</td>
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<td>2009-10</td>
<td>2.0</td>
<td>3.8</td>
<td>1.6</td>
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</table>

Value added at constant prices by sector; percentage composition; 1996-2010

<table>
<thead>
<tr>
<th>Year (96-10)</th>
<th>Agriculture</th>
<th>Industry</th>
<th>Services</th>
<th>Total</th>
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<tbody>
<tr>
<td>1996-97</td>
<td>34.2</td>
<td>190.0</td>
<td>51.0</td>
<td>43.3</td>
</tr>
<tr>
<td>1997-98</td>
<td>30.5</td>
<td>216.5</td>
<td>48.9</td>
<td>44.7</td>
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<tr>
<td>1998-99</td>
<td>27.5</td>
<td>242.5</td>
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<td>43.9</td>
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<td>24.5</td>
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<td>320.5</td>
<td>37.6</td>
<td>42.1</td>
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<td>2002-03</td>
<td>15.5</td>
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<td>34.8</td>
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<td>2004-05</td>
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<td>26.4</td>
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<td>23.6</td>
<td>42.7</td>
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<td>2007-08</td>
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<td>20.8</td>
<td>43.0</td>
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<td>18.0</td>
<td>43.3</td>
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<td>2009-10</td>
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<td>528.5</td>
<td>15.2</td>
<td>43.7</td>
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</table>

Elasticity

<table>
<thead>
<tr>
<th>Elasticity</th>
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<th>0.62</th>
<th>0.30</th>
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Labour demand in terms of flow by sex and sector; 1998-2008

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<thead>
<tr>
<th>Age Group</th>
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<th>Women</th>
<th>Total</th>
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<tr>
<td>15-19</td>
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<td>512</td>
<td>829</td>
</tr>
<tr>
<td>20-24</td>
<td>335</td>
<td>641</td>
<td>976</td>
</tr>
<tr>
<td>25-29</td>
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<td>25</td>
<td>74</td>
</tr>
<tr>
<td>30-34</td>
<td>25</td>
<td>25</td>
<td>50</td>
</tr>
<tr>
<td>35-39</td>
<td>17</td>
<td>8</td>
<td>25</td>
</tr>
<tr>
<td>40-44</td>
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<td>13</td>
</tr>
<tr>
<td>45-49</td>
<td>-17</td>
<td>-22</td>
<td>-39</td>
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<tr>
<td>50-54</td>
<td>-5</td>
<td>-16</td>
<td>-21</td>
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<tr>
<td>55-59</td>
<td>-18</td>
<td>-23</td>
<td>-41</td>
</tr>
<tr>
<td>60-64</td>
<td>-23</td>
<td>-37</td>
<td>-60</td>
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<tr>
<td>65+</td>
<td>-177</td>
<td>-177</td>
<td>-354</td>
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</tbody>
</table>

Generational entries into employment by sex and age group; absolute values; 1998-2008

Yearly generational entries into employment by sex and sector; 1998-2008

<table>
<thead>
<tr>
<th>Sector</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
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<tbody>
<tr>
<td>Repl. Demand</td>
<td>148,042</td>
<td>141,944</td>
<td>289,986</td>
</tr>
<tr>
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<td>582,427</td>
<td>1,224,000</td>
</tr>
<tr>
<td>Gen Demand</td>
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<td>724,371</td>
<td>1,513,986</td>
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<td>1,641</td>
<td>10,731</td>
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<tr>
<td>Add. Demand</td>
<td>153,644</td>
<td>229,766</td>
<td>383,410</td>
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<td>Gen Demand</td>
<td>162,734</td>
<td>231,407</td>
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<td>Repl. Demand</td>
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<td>Gen Demand</td>
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Generational entries into employment by sex and age group; percentage composition; 1998-2008

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Generational entries and exits by sector; percentage composition by age group; 1998-2008

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Generational entries and exits by sector; absolute values by age group; 1998-2008

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Thank You for Attention!
Appendix VIII: Group work

GUIDE QUESTIONS

1. What are the issues/challenges in identifying future demand of skills and Labour market information in Cambodia? (3-5 issues/challenges)
2. What are your proposed action/s and which institutions should cooperate?
3. what time frame is proposed per action?

WORKING GROUP NO.

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<tr>
<th>ISSUES/CHALLENGES</th>
<th>PROPOSED ACTION/S</th>
<th>TIME FRAME (6 months to 1 year)</th>
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Appendix IX: List of participants

List of participants of National Technical Workshop on Anticipating Skills Demand and Strengthening Labour Market Information Systems Organized by Directorate General of TVET and International Labour Office Phnom Penh (ILO) at Imperial Garden Villa and Hotel, Phnom Penh 09th February 2012

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<td>H.E Dr. Pich Sophoan</td>
<td>Secretary of state</td>
<td>MoLVT</td>
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<tr>
<td>2</td>
<td>H.E Pok Pan</td>
<td>Under Secretary of state</td>
<td>MoLVT</td>
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<tr>
<td>3</td>
<td>H.E Rath Bula</td>
<td>Advisor</td>
<td>MoLVT</td>
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<tr>
<td>4</td>
<td>H.E Laov Him</td>
<td>Director General</td>
<td>DGTVEFM</td>
</tr>
<tr>
<td>5</td>
<td>H.E Hong Choeun</td>
<td>Director</td>
<td>NEA</td>
</tr>
<tr>
<td>6</td>
<td>Mr. Tep Oeun</td>
<td>Deputy Director</td>
<td>DGTVEFM</td>
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<tr>
<td>7</td>
<td>Mr. Khin Chantha</td>
<td>Director</td>
<td>Department of TVETM</td>
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<tr>
<td>8</td>
<td>Mr. Chrun Kimleng</td>
<td>Director</td>
<td>KIP</td>
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<td>9</td>
<td>Mr. Phlong Vuthy</td>
<td>Vice Director</td>
<td>PIB</td>
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<td>10</td>
<td>Mr. Ouk Davandy</td>
<td>Director</td>
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<td>11</td>
<td>Mrs. Phang Puthy</td>
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<td>PTC Siem Reap</td>
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<td>12</td>
<td>Mr. So Ladin</td>
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<td>13</td>
<td>Mrs. Neak Narith</td>
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<td>Mr. Rath Vongsay</td>
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Anticipating Skills Demand and Strengthening Labour Market Information Systems

Appendix X: Photos of workshop’s activities

Group Photograph

Group discussion

Group discussion

Result presentation by group

Result presentation by group

Closing session by H.E. Laov Him, Director General of DGTVE, MoLVT.