



**AFD and**

# the Professional training in Cambodia



**€27** million  
committed

**1,530** people  
trained in 2018

**5** projects  
funded since 2012

Cambodia's growth is one of the most robust in the region. However, the dynamism of the economy faces a number of structural weaknesses, notably related to the lack of qualifications among the workforce. AFD invests in vocational training through several avenues, ranging from support to public vocational training policy, creation of permanent training institutions, with the constant concern to strengthen the public-private partnership that is necessary for the implementation of a high-quality training offer.

**#WorldInCommon**

1

## *Support public vocational training policy*

The future integration of Cambodia into ASEAN and the free movement of goods and people make it all the more crucial to increase the skills of Cambodian workers. Through the TVET-SDP project, AFD, alongside the Asian Development Bank, supports the Ministry of Labour and Vocational Training in defining and implementing its training policy to better meet the needs of the labour market in four priority sectors: construction, mechanics, electricity and manufacturing production.

**The project is organised around three complementary components:**

- Promoting access to vocational training through a scholarship system, gateways, skills certification and an efficient social marketing strategy. The goal is to promote training programmes, especially for women;
- Improving the quality of the vocational training system by modernising teaching resources and involving the private sector in, for example, training courses and apprenticeship;
- Strengthening the governance and management of the vocational training system.

2

## *Cooperate with the tourism sector through vocational training*

With 5,600,000 visitors in 2017, tourism is the second-largest revenue-generating sector for the Cambodian economy. However, Cambodia's growing attractiveness is hindered by a significant shortage of qualified manpower. In order to reach the target of 7.5 million tourists by 2020, the sector would require 500,000 additional professionals.

To respond to this challenge, AFD is supporting the Ministry of Tourism to create two training institutions for the tourism profession, one in Phnom Penh and one in Sihanoukville. These schools will provide initial and in-service training for 1,300 students per year. The training courses are designed according to the needs of the workforce in the relevant areas. The private sector will be consulted and such courses will be aligned with ASEAN training standards.

AFD is also supporting Sala Bai, which is a hotel and restaurant training school in Siem Reap and whose role has become increasingly important. Moreover, AFD participates in a project commissioned by the European Institute for Cooperation and Development. The aim is to unite the various training schools in Southeast Asia.

3

## *Develop skills in the textile sector*

The textile/clothing sector is one of the economic pillars in Cambodia. However, it currently relies on the low cost of workers' wages, the workforce being lowly qualified and predominantly female.

To respond to this challenge, AFD has financed the establishment of a Cambodian training centre for the textile and clothing professions. This training centre is run and managed by the Association of the Textile and Clothing Industry of Cambodia (GMAC).

**This centre has been created with three main objectives:**

- Developing a part-time training course offering a certificate equivalent to two-year university studies;
- Setting up a short in-service training course in the centre of the city or in a company, enabling 1,500 workers each year to develop their professional skills;
- Consulting and coaching for companies in the sector.

In two years, the training centre has achieved financial autonomy. It has developed a complete range of modules and training approaches adapted to the needs of companies. This allows current and future employees to participate in training opportunities throughout their careers.