

Final Report

“Employment Linkage and Capacity Building for Job Seekers
In Banteay Meanchey, Oddar Meanchey and Preah Vihear Province”



August 2019 to February 2020

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ACRONYMS

BMC	Banteay Meanchey Province
OMC	Oddar Meanchey Province
PVH	Preah Vihear Province
SRP	Siem Reap Province
SVC	Svay Chek District
TPK	Thmar Pouk District
OCH	Ou Chrov District
MKR	Mongkol Borey District
SR	Samroang Municipality
CHK	Chong Kal District
BA	Banteay Ampil District
TP	Trapeang Prasat District
ANV	Anlong Veng District
TBC	Tbeang Meanchey District
KUL	Kuleaen District
RVH	Rovieng District
PPSEZ	Phnom Penh Special Economic Zone
QMI	Quint Major Industrial Co., Ltd
TVET	Technical Vocational Education and Training
VSO	Volunteer Service Organization
C.S.C.H.I. E	Chhuon Sophan Combine Harvester Installation Enterprise

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1. EXECUTIVE SUMMARY

Employment Linkage and Capacity Building for Job seekers project is a project in which implemented by Cambodia Team for Education Program Organization (CTEP) under the financial support from Regional Economic Development IV (RED IV) of GIZ. This project mainly focuses on students, youth and job seekers, who could not access to jobs and vocational training information precisely, especially in the rural areas in Banteay Meanchey, Oddar Meanchey, and Preah Vihear Province. We reduce information gap between employees and employers by promoting local job opportunities and increase the understanding of working environment in Cambodia. Moreover, this project will help local and remote citizens who live in those 3 provinces to get jobs by organizing Employment Forum, Low skill pre-employment training courses, Career Guidance as well as job matching.

The purposes of this Employment Linkage and Capacity Building for Job seekers project are: (1) promote the rates of employment effectively through governmental sectors, private sectors and organizations (2) provide self-capacity improvement training courses to those looking for jobs (3) promote students' awareness and understanding of their interests and abilities in relation to further education and job opportunities.

2. OVERVIEW

Employment Linkage and Capacity Building for job seekers in Banteay Meanchey, Oddar Meanchey and Preah Vihear Province is a project that aims to enhance the employment rate by building effective linkage between government sectors, NGOs and private sectors, and providing awareness activities and training. With the funding of GIZ, CTEP has extended its own employment service in Banteay Meanchey, Oddar Meanchey and Preah Vihear Province, and strategically introduce job opportunities from partner enterprises to the target groups and also coach the local authorities of communes in the above provinces to deepen their involvement and to strengthen their roles in this project.

2.1 PROJECT BACKGROUND

Since 2015, Cambodia Team for Education Program Organization (CTEP) has expanded its service from education to employment promotion in order to response the need of the job seekers in the villages that we are cooperating with, and hence, to achieve the well-being in these villages. With the cooperation of National Employment Agency (NEA) and private sectors such as factories, restaurants, companies, TVET and hotels, CTEP has organized and co-organized authority meetings, recruitment events, and skill trainings to bridge the above different sectors with rural job seekers and trainees. Until now, we have hold more than 90 job recruitment events, including 5 factory tours in Phnom Penh; established 5 training centers (in cooperation with NEA, schools and VSO), and successfully matched 1471 job opportunities to the job seekers.

Our strategy is partnership and local-centered cooperation. CTEP doesn't establish centers or office on our own, instead, we provide equipment and consultants, working closely with village

chiefs, commune chiefs, schools, enterprises and other NGOs. Our goal is to make sure that the target groups will have correct, transparent information toward the job market, and will be able to plan their career accordingly. However, due to the lack of understaff and financial resource, follow up and evaluation is extremely challenging.

In 2019, CTEP has been granted from Regional Economic Development IV (RED IV), to implement the project “Employment Linkage and Capacity Building for job seekers in Banteay Meanchey, Oddar Meanchey and Preah Vihear Province in period of time from August 1st, 2019 to February 28th, 2020.

2.2 PROJECT OBJECTIVE

This project aims to enhance the employment rate by building effective linkage between governmental sectors, NGOs and private sectors, and providing capacity building programs for the job seekers. The project is planned to implement in 22 communes in Banteay Meanchey, Oddar Meanchey and Preah Vihear Province.

2.3 TARGET GROUPS

This project mainly gets involved in potential job seekers in the rural areas and students in high schools.

2.4 EXPECT RESULT

Following the project plan, 2483 job seekers from 22 communes is estimated to benefit from this project by having a better access to employment opportunity. At the same time, the local authorities at commune level is expected to engage more and be willing to offer employment service to the potential job seekers in their respective communities.

2.5 OUTPUT

- 3 workshops in the provincial level
- 12 employment forums
- 12 low skill pre-employment trainings
- 6 career guidance in high schools.

2.6 PROJECT DURATION

The project was developed as a proposal from August 1st, 2019 to February 28th, 2020 which offered funding from Regional Economic Development IV (RED IV) to project in 7 months duration.

2.7 BASIC INFORMATION ABOUT PROJECT AREA

2.7.1 Population

For the distinct four natural regions across the country, the preliminary result of GPCC 2019 shows that the Central Plain region is the most highly populated, comprising 7,477,444 persons which constitute 48.9% of the total population. Tonle Sap is the second most populated region with 4,801,260 persons or 31.4% of the total. The Plateau and Mountains region is the

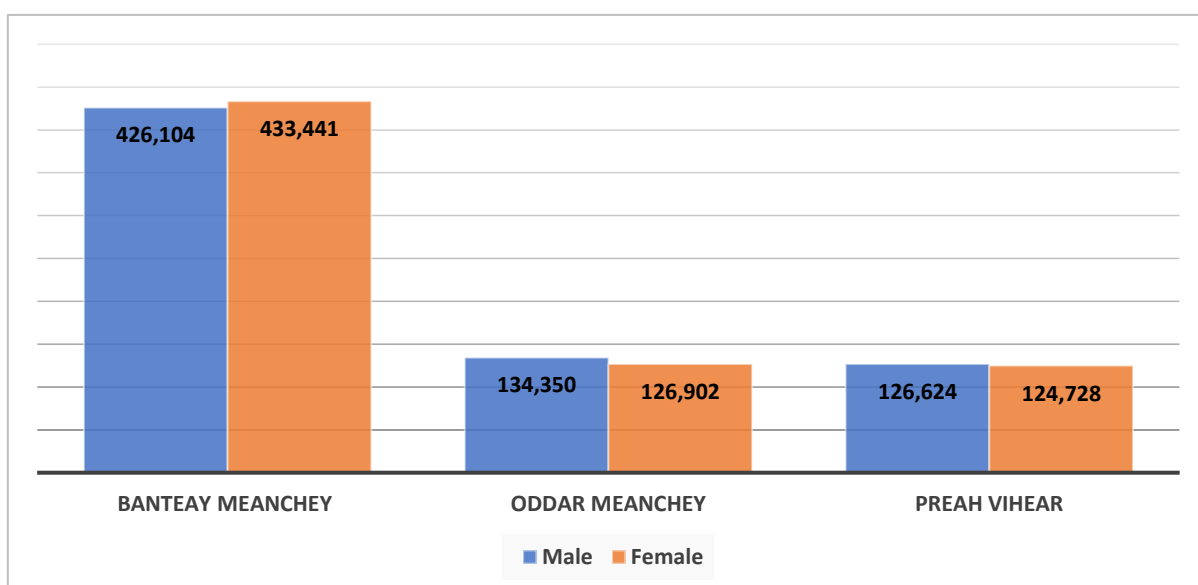
third most populous area, harboring 1,948,637 persons or 12.7% of the total. Finally, the Coastal and Sea region has a population of 1,061,148 which equals to 6.9%. Among the three provinces Banteay Meanchey has population of **859,545**, by neighboring Oddar Meanchey with a population of **261,252** and Preah Vihear population is **251,352**.

TABLE 1: Total population by 3 province and sex, 2019

	Households	Male	Female	Total population
Banteay Menchey	177,526	426,104	433,441	859,545
Oddar Meanchey	56,331	134,350	126,902	261,252
Preah Vihear	56,331	126,624	124,728	251,352
Total (Sum)	290,188	687,078	685,071	1372,149

Source: General population census of the Kingdom of Cambodia 2019, Page7

FIGURE 1: Population by gender of 3 provinces, 2019



Source: General population census of the Kingdom of Cambodia 2019, Page7

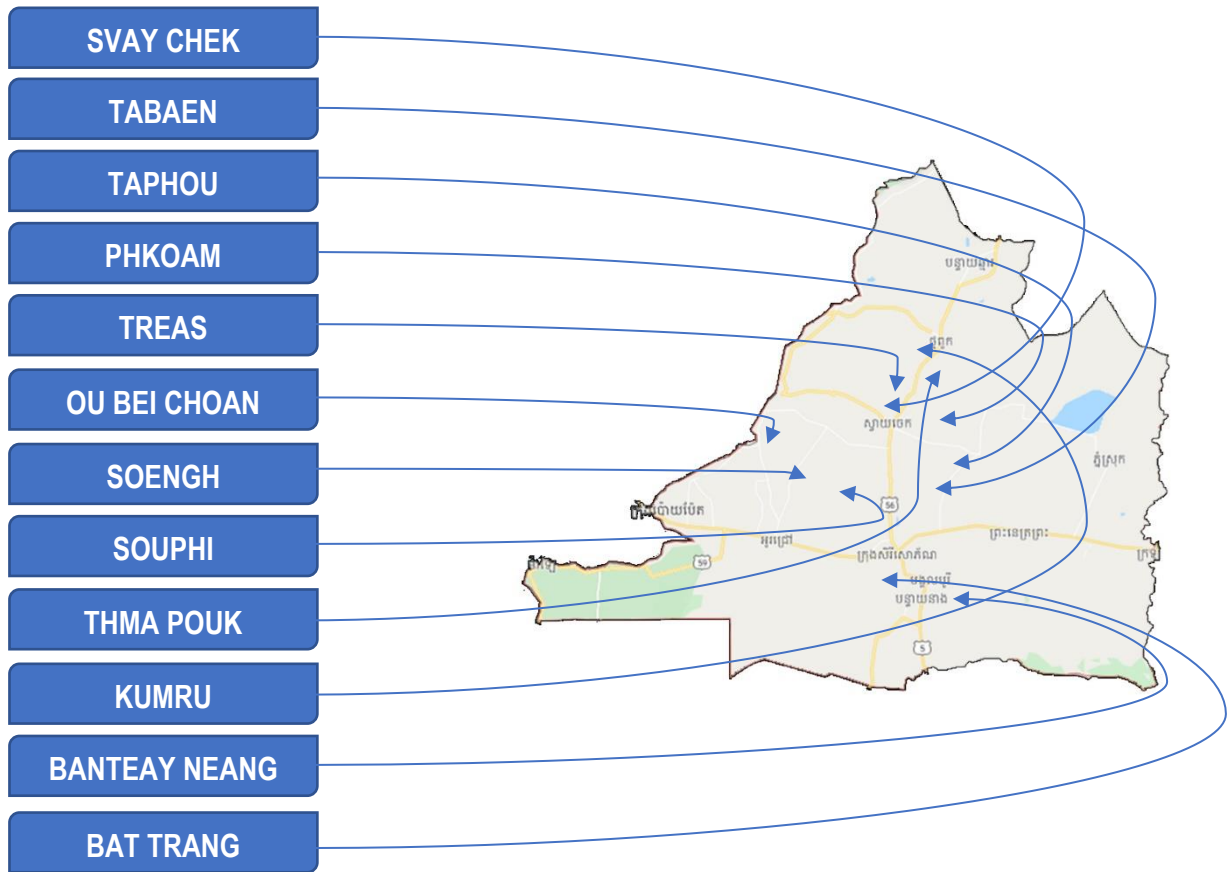
2.7.2 Employment

Since the young and dynamic population rapidly continues to play important roles in the future Cambodian labor market and workforce. It can be a good resource or a burden for Cambodia, depending on how we can transform into good human capital for the country's development. In term of gender structure, in general, the total female population size is slightly larger than the male population estimated to be around 51.2% of the total population in 2018.

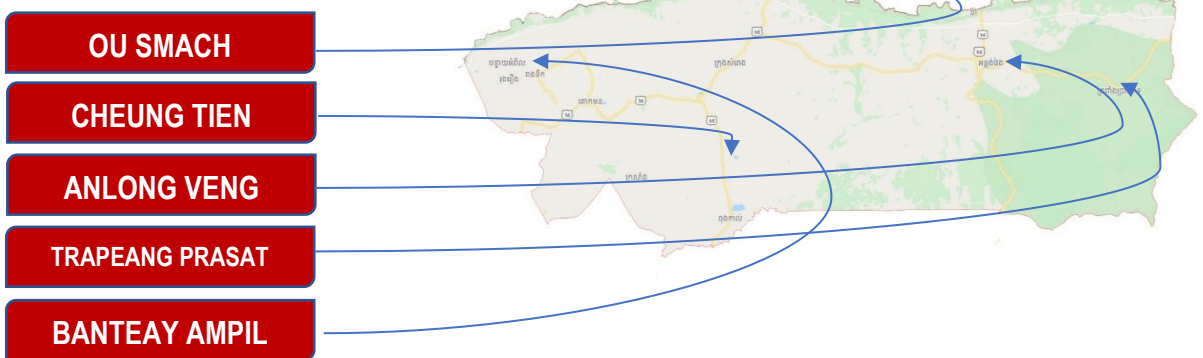
In the future, the presence of technical skills requiring at least compulsory education plays a fundamental role in allowing Cambodia to diversify to higher added value as well as to move to high productive employment. The insufficiency of the general education system represents the primary bottleneck for the socio-economic development of Cambodia. However, this situation leads Cambodia to getting into workforce needs from the both skilled and unskilled labor.

3. PROJECT IMPLEMENT AREA

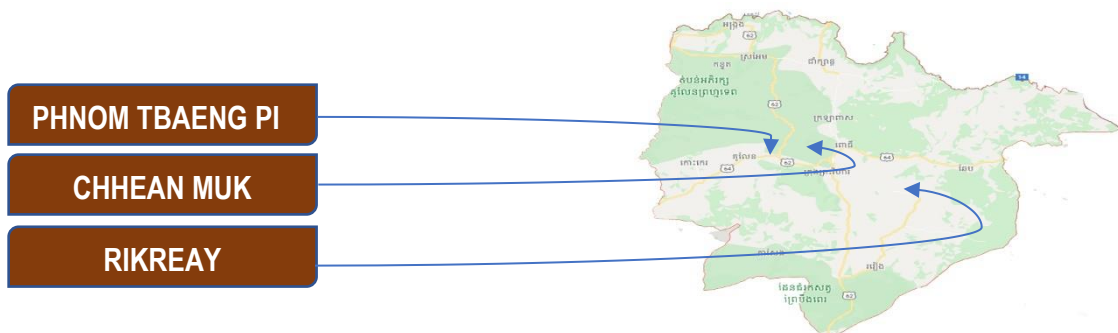
3.1 BANTEAY MEANCHEY



3.2 ODDAR MEANCHEY



3.3 PREAH VIHEAR



4. PROJECT MAJOR ACHIEVEMENT /HIGHLIGHT

<p>142 PEOPLE</p> <p>Provincial Workshop level 3 Conducted 1 Banteay Meanchey 1 Oddar Meanchey 1 Preah Vihear province.</p>	<p>1524 PEOPLE</p> <p>Employment Forum 12 Conducted 8 communes in Banteay Meanchey, 3 communes in Oddar Meanchey 1 Preah Vihear province.</p>
<p>623 PEOPLE</p> <p>Career Guidance 5 Conducted 4 high schools in BMC 1 high school in OMC</p>	<p>466 PEOPLE</p> <p>Low skill pre-employment training 12 Conducted 8 communes in BMC 2 communes in OMC 2 Preah Vihear province.</p>

FIGURE 2: Number of participants in event

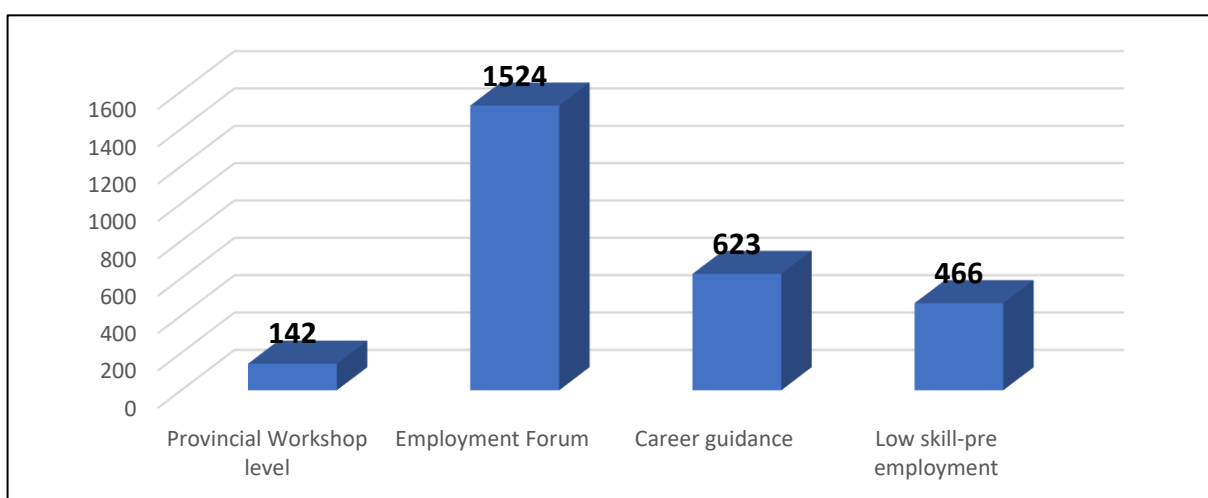
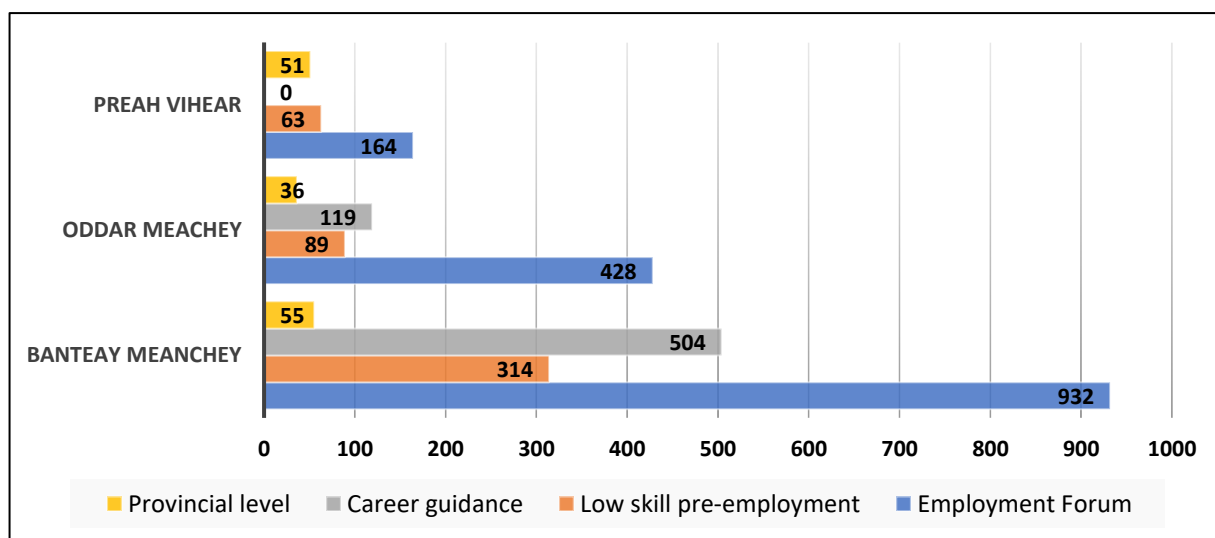


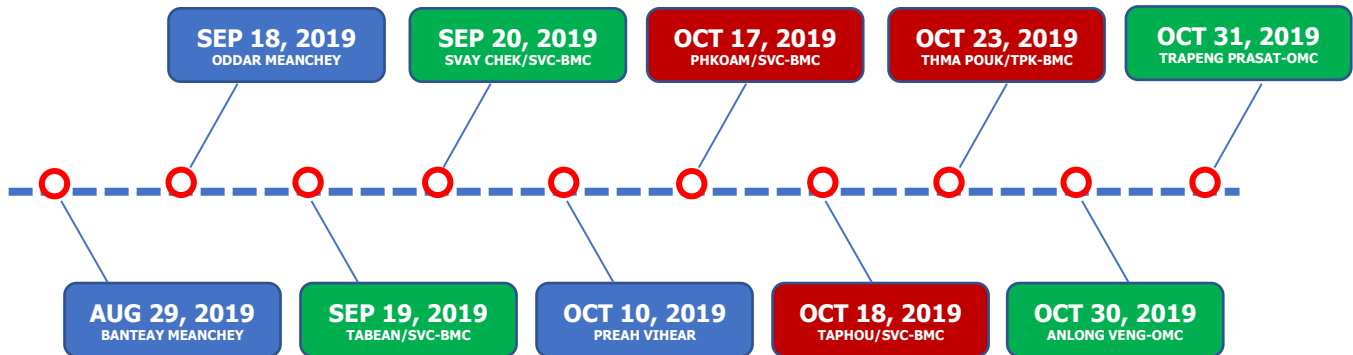
FIGURE 3: Number of participants in each event by province.



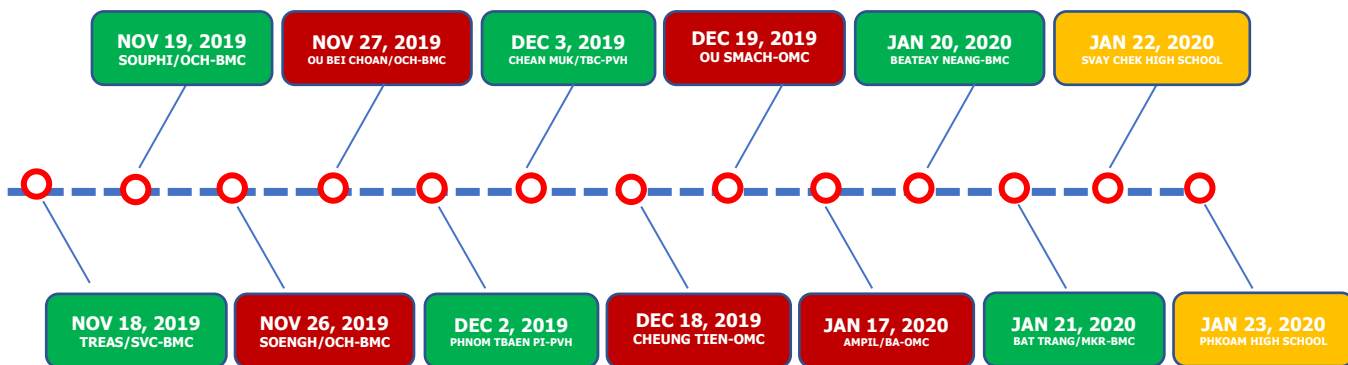
5. PROJECT TIMELINE

- Provincial workshop level
- Employment Forum
- Low Skill pre-employment training
- Career guidance

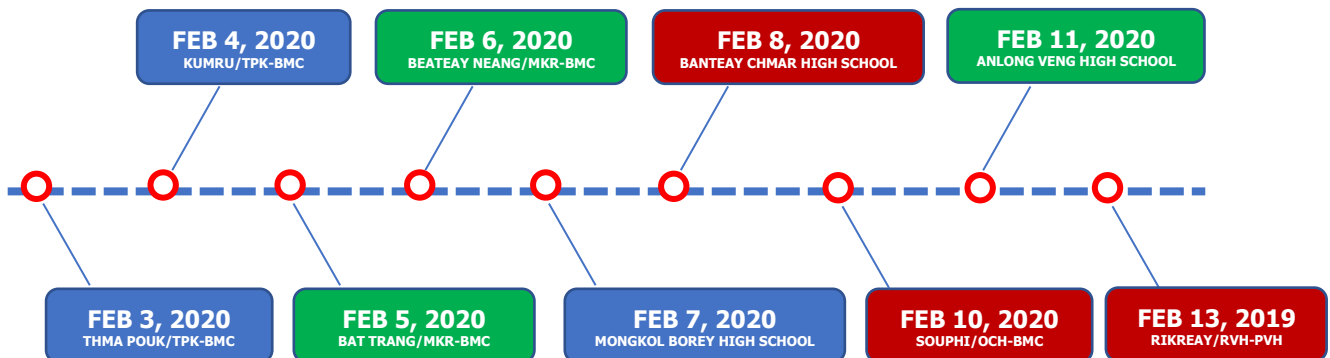
5.1 SELECTION I: Aug 1st to Oct 31st, 2019 (3 months)



5.2 SELECTION II: Nov 1st 2019 to Jan 31st, 2020 (3 months)



5.3 SELECTION III: Feb 1st to Feb 28th, 2020 (1 month)



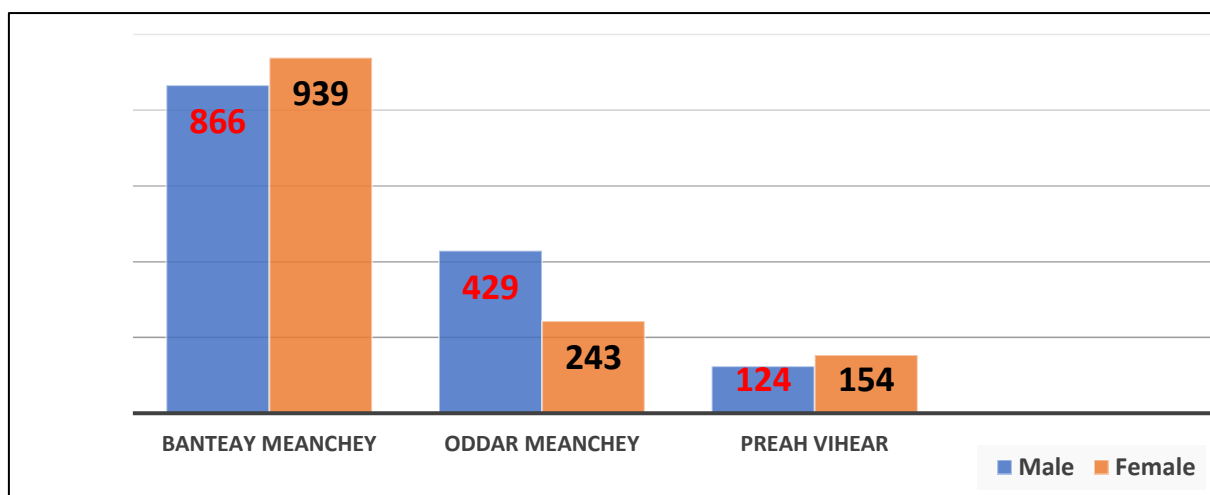
6. PROJECT RESULT

Increasing Employment linkage's rate, the project had been implemented in 3 targeted provinces such as Banteay Meanchey, Oddar Meanchey, and Preah Vihear Province. Precisely, there are 12 communes in 4 districts of Banteay Meanchey province, 4 communes and 1Sangkat in 4 districts and 1 municipality of Oddar Meanchey province, and 3 communes in 3 districts of Preah Vihear province. Plus, there are 4 main programs which had been implemented such as Provincial workshop level, Employment forum, Low skill pre-employment training, Career guidance workshop for local people. These 7 months of the project implementation which started from August 2019 until February 2020, has resulted in 32 events in which 3 of them were conducted at the provincial level and the others at the local level. For the provincial level events, it was participated and collaborated by all levels of the governors such as deputy governor of the province, provincial administration, Department of Education Youth and Sport, Department of Labor and Vocational Training, governor of district, deputy governor of district, district administration, commune chiefs, commune councils of those 3 targeted provinces. Moreover, 24 local level events that were conducted in 20 targeted communes had been participated by commune chiefs, commune councils, village chiefs, trainers, local participants, and the representatives from factories, private companies, enterprises that promoted the job market and job opportunities to people. On the other hand, 5 orientation of professionals and skill of career guidance workshop to high school students were conducted. As a result, there were 2755 participants (1136 females) in those 3 provinces who took part and participated in the events.

TABLE 2 : Participants by province attended the event

	#of event	Male	Female	TOTAL
Banteay Meanchey	21	866	939	1,805
Oddar Meanchey	7	429	243	672
Preah Vihear	4	124	154	278
TOTAL	32	1,419	1,336	2,755

FIGURE 4: Participants by province attended the event



7. PROJECT ACTIVITY

This project mainly focused on enhancing the employment linkage's rate by providing opportunities for those who are seeking for jobs. Especially, it created for those three provincial local people who are unemployed and easily migrated to other countries. By trying to increase the employment rate, we helped them through providing the meeting and consultation with the representatives from factories, private companies, enterprises which are in need of employees; so that they can choose which institution they want to work for. Moreover, we also promoted the job market and opportunities through the meeting, workshop and training with relevant stakeholders, sub-national authorities in each local area such as Provincial workshop level, Employment forum and Low skill pre-employment training, besides that Career guidance workshop are the major programs we had conducted during the project implementation.

For the project implementation strategy, we had collaborated with BMC's Job Center, especially with local authorities in order to prepare the activities according to the targeted areas in those three provinces. In addition, to promote the job opportunities, we had collaborated with other companies' enterprises for the people's need within the project, matching between job-seekers and companies enterprise to increase the number of job receiving and decrease the number of migration.

7.1 PROVINCIAL WORKSHOP LEVEL

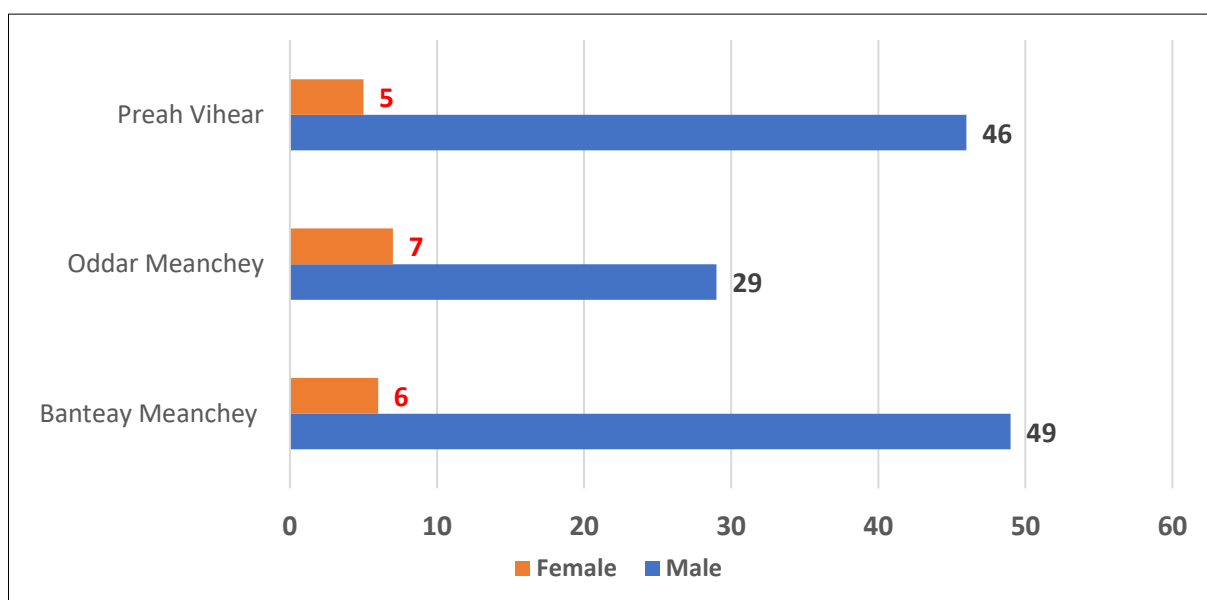
Provincial workshop levels are the events that were engaged by relevant institutions in each province such as deputy provincial governors, provincial administration, Department of Education Youth and Sport, Department of Labor and Vocational Training, governor of district, deputy governor of district, district administration, commune chiefs, commune councils.

We cooperated with those institutions in order to inform our project's activities, discuss on work plan for the project implementation, promote the information to relevant stakeholders, collaborate in facilitating the project positively for labor sectors and job market within Cambodia to local people in favor of getting comprehensive information and decreasing the illegal migration's rate.

After the discussion with relevant stakeholders, we also determined the specific communes amongst all of the communes to implement the project effectively. Provincial workshop's event progress can be implemented through the collaboration of GIZ's staff who submitted the authorized paper to the governor in order to invite participants, provincial administration, and relevant authorities such as provincial governor, provincial administration, Department of Education, Youth and Sport and labour and Vocational Training officers, especially local authorities from all of the communes and Sangkat in those three provinces.

For those 3 events, we chose to conduct in downtown which made it easier and more comfortable for our local authorities and representative from each provincial level to participate. Confirmatively, the participants from the local level, we could only invite from the level of commune councilors and commune chiefs up. The main objectives to conduct these provincial workshops were to disseminate and present about the project's work plan specifically to local authorities so that they can understand clearly about our project's outcomes. Nonetheless, after the project's presentation, we led local authorities to decide which targeted communes and Sangkat they want to implement the project through voting according to the procedure.

FIGURE 5: Participants by gender by province attended the event



The provincial level workshop is a launching event that allows authority to understand about the processes of the project to community. The workshop was presided by deputy governor of each province; **H.E. KOENG Vannak** in Banteay Meachey, **H.E, MOM Puthida** in Oddar Meachey and **H.E, AUNG Vuthy** in Preah Vihear. The workshop was also included the representatives from the department of education, youth and sport, representatives from the provincial department of labor and vocational training, representatives from Regional Economic Development IV (RED IV) of GIZ and staff of Cambodia Team for Education Program Organization (CTEP).

The event was held from 8:30 AM until 11:00 AM. First, deputy governor of each province opened the ceremony, then continued by the representatives from Regional Economic Development IV (RED IV) of GIZ to present about project implementation, promotions of services from employment agencies and provided detailed information to local authorities. After that CTEP presented about what the organization has been doing and also selected target communes to implement the project.

As a result, 20 communes have been selected as target communes to implement the project in those 3 provinces.

TABLE 3: 12 target communes that have been selected in the project area

N ^o	Commune	District	Province
1	Svay Chek	Svay Chek	Banteay Meanchey
2	Tabaen	Svay Chek	Banteay Meanchey
3	Taphou	Svay Chek	Banteay Meanchey
4	Phkoam	Svay Chek	Banteay Meanchey
5	Treas	Svay Chek	Banteay Meanchey
6	Soengh	Ou Chrov	Banteay Meanchey
7	Souphi	Ou Chrov	Banteay Meanchey
8	Ou Bei Choan	Ou Chrov	Banteay Meanchey
9	Thma Pouk	Thma Pouk	Banteay Meanchey
10	Kumru	Thma Pouk	Banteay Meanchey
11	Bat Trang	Mongkol Borey	Banteay Meanchey
12	Banteay Neang	Mongkol Borey	Banteay Meanchey
13	Sangkat Ou Smach	Samroang	Oddar Meanchey
14	Anlong Veng	Anlong Veng	Oddar Meanchey
15	Trapeang Prasat	Trapeang Prasat	Oddar Meanchey
16	Cheung Tien	Chong Kal	Oddar Meanchey
17	Ampil	Banteay Ampil	Oddar Meanchey
18	Phnom Tbaeng Pi	Kuleaen	Preah Vihear
19	Chhean Muk	Tbaeng Meanchey	Preah Vihear
20	Rikrey	Rovieng	Preah Vihear

*PHOTO1: Participants of provincial level workshop at Banteay Meanchey Province*



PHOTO2: Participants of provincial level workshop at Oddar Meanchey Province



PHOTO3: Participants of provincial level workshop at Preah Vihear Province

7.2 EMPLOYMENT FORUM

The main purpose of Employment forum are to provide job information to jobseekers and relevant people, job matching between job seekers and employers, bridge villagers, job seekers, local authorities and employers get close deal and transparency, let jobseekers and relevant partners know about plenty of domestic jobs in Cambodia and let villagers know about TVET.

Employment Forum had been conducted 12 times with 8 districts in 3 provinces. In Banteay Meanchey province 8 events were held in 8 communes of the 4 districts amongst all of those 12 targeted communes of 4 districts in BMC. First of all, our first employment forum took place in Phkoam and Taphou commune of SVC in October. Persistently, in the 4th week of October, 2 events were held in Thma Pouk commune of TPK, and the other 2 events happened in Soengh

and Ou Bei Choan communes of OCH in November. The last 2 events were conducted in Bat Trang and Banteay Neang of MKR. As a result, there were 932 participants (481 females), who are the local people from each village in those communes, participated in the employment forum.

Employment Forum's event progress had been started 2 weeks before conducting every event. To begin, CTEP's officers went to each targeted commune in order to have the meetings which determined favorable places, time, and the number of the participants beforehand with local authorities such as commune chiefs, commune and Sangkat councilors, the village chiefs. Moreover, the meeting which conducted with local authorities mentioned earlier was very essential and also one of the main factors for the event's processing. Not to mention, it was also the best time to divide the workflow and roles for local authorities because we need their cooperation to engage with local people and jobseekers. Lastly, after the determination of places and time, we started to contact and collaborate with factories and enterprises that were in need of labor to participate and disseminate job opportunities to the local people.

In Oddar Meanchey province 3 events were held in 3 communes of the 3 districts amongst of all those 4 targeted communes and 1 Sangkat of 4 districts and 1 city in OMC. In December 2019, two of the events were conducted in Cherg Tien commune of Chong Kal district and Sangkat Ou Smach in Samroang city of OMC. The last one was conducted in Ampil commune of Banteay Ampil district. As a result, there were 428 participants (122 females), who are the local people from each village in those communes, participated in the employment forum.

In Preah Vihear there was only one employment forum was conducted in Rik Reak commune of Rovieng district amongst all of the 3 targeted communes in 4 districts of PVH. As a result, there were 164 participants (122 females), who are the local people from each village in those communes, participated in the employment forum.

FIGURE 6: Participants by gender attended Employment Forum by province.

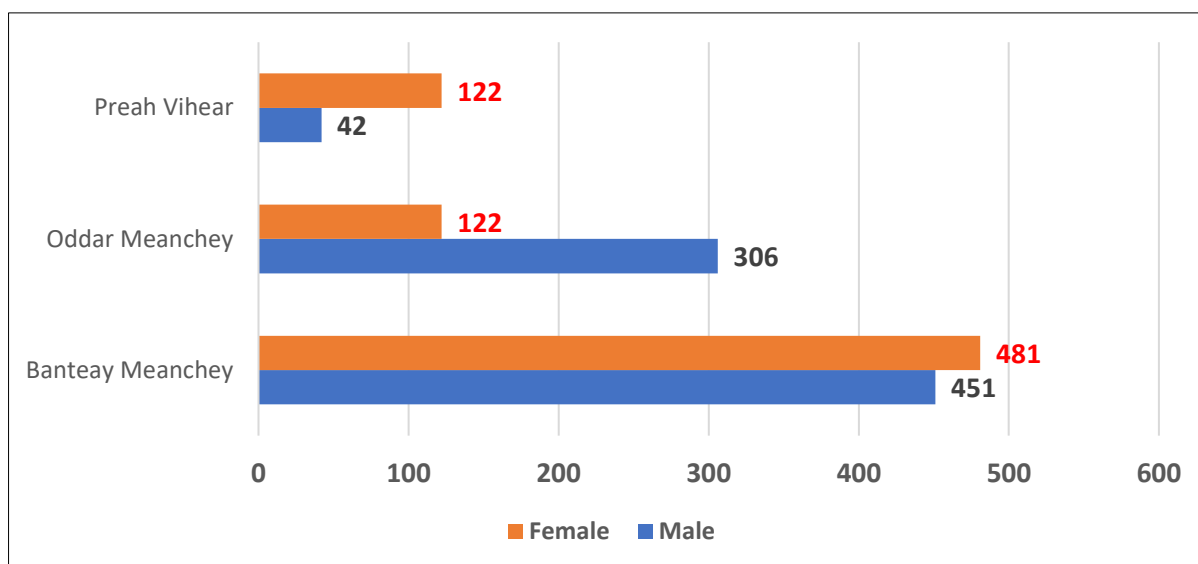


TABLE 4: Participants by gender by communes of the three Provinces attended Employment Forum

Commune	District	Province	Male	Female	Total
Phkoam	SVC	BMC	44	24	68
Taphou	SVC	BMC	70	102	172
Thma Pouk	TPK	BMC	77	56	133
Soeugh	OCH	BMC	30	37	67
Ou Bei Choan	OCH	BMC	97	114	211
Bat Trang	MKR	BMC	41	41	82
Banteay Neang	MKR	BMC	58	36	94
Souphi	OCH	BMC	34	71	105
Sangkat Ou Smach	SR	OMC	42	23	65
Cheung Tien	CHK	OMC	98	71	169
Ampil	BA	OMC	166	28	194
Rikreay	RVH	PVH	42	122	164
Total (sum)			799	725	1524

*PHOTO 4: Activities of participants in Employment Forum event*



Photo 5: Activity of participants in Employment Forum event

7.3 LOW SKILL PRE-EMPLOYMENT TRAINING

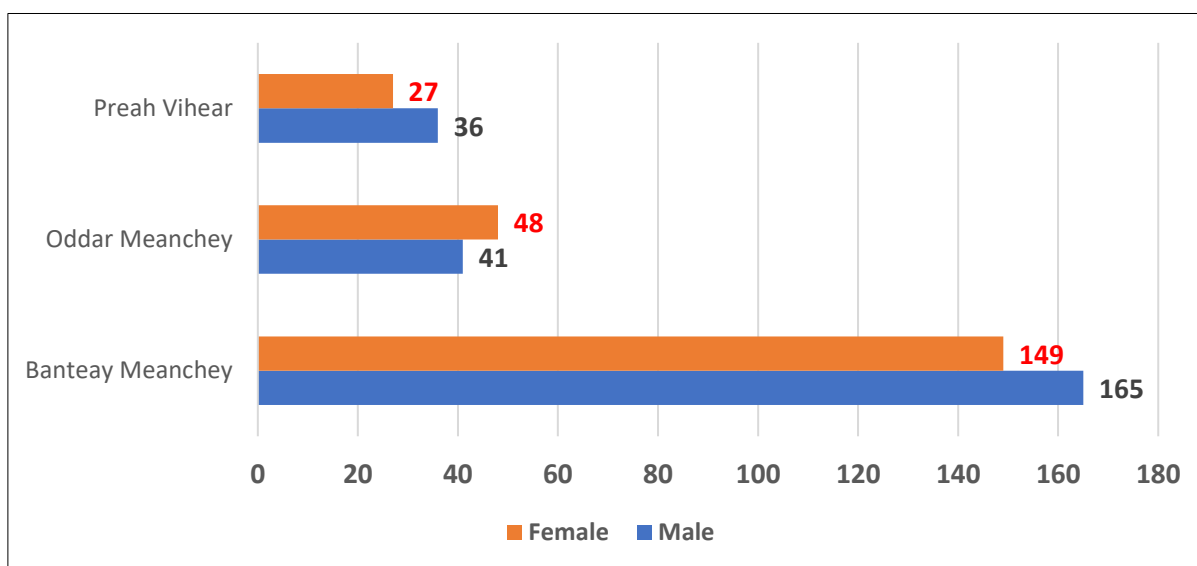
Through the low skill pre-employment training courses, trainees could gain knowledge which is related to occupational health and safety, personal financial management, needed skills for the working environment, important tips for beginners, easy tips on saving money, soft skills, workplace culture, legal and safe migration, very importantly, through the training course, trainees have received information about self-preparation before they decide to work in any sector and so on. As the project plan, during 7 months 12 low skill pre-employment trainings have been occupied and implemented in those 3 provinces with successfully and meaningful time.

Base on the training topic, CTEP hired a professional trainer who has experienced in this sector for several years to facilitate the training to get more benefits to trainees who are living in project areas. By doing this activity, 466 people attended from 12 communes: 8 communes in Banteay Meanchey, 2 communes in Oddar Meanchey and 2 communes in Preah Vihear.

Low-skill pre-employment training's processes were similar to the processes of employment forum. The only difference is the targeted group and number of participants. To begin, CTEP's officers conducted the meeting with local authorities in order to appoint the exact date and determine the number of participants. Hence, within this low-skill pre-employment training, trainers also played a major role in facilitating the events. So, after having the meeting with local authorities, CTEP's officers need to have another meeting with trainers to guide and divide

the work plan for each commune's event effectively. For the participants, we had invited according to the determination, approximately 30-50 people, who are the youths and jobseekers.

FIGURE 7: Participants by gender attended the low skill pre-employment training by province.



As mentioned above, there are 12 targeted communes for project implementation. However, for low skill pre-employment training in BMC there were 8 events conducted in 8 different communes of 4 districts amongst those 12 communes such as SVC, OCH, MKR and TPK, 3 events were held in Tabaen, Svay Chek and Treas communes of SVC, 2 events were held in Banteay Neang and Bat Trang communes of MKR, 2 events were held in Thma Pouk and Kumru communes of TPK and 1 event was held Souphi commune of OCH. As a result, there were 314 trainees (149 females), who are the local people from each village in those communes, who were trained in the low skill pre-employment forum from our trainers.

In Oddar Meacheay there were 2 events conducted in 2 different communes of 2 districts amongst all of the 4 targeted communes and 1 Sangkat such Anlong Veng and Trapeang Prasat District. As a result, there were 89 trainees (48 females), who are the local people from each village in those communes, who were trained in the low skill pre-employment forum from our trainers

In Preah Vihear there were 2 events conducted in 2 different communes of 3 districts amongst all of the 3 targeted communes. In those 2 events, one of them was conducted in Phnom Tbeang Pi commune of Kuleaen district and the other one was conducted in Chhean Muk commune of Tbeang Meanchey district. As a result, there were 36 trainees (27 females), who are the local people from each village in those communes were trained in the low skill pre-employment forum from our trainer.



PHOTO 6: Participants of low skill pre-employment training

7.4 CAREER GUIDANCE

The main purpose of Career guidance is to provide students with necessary information on further education and career opportunities, promote students' awareness and understanding of their interests and abilities in relation to further education and job opportunities, introduce students to the world of work and inculcate in them the correct attitudes towards work, diversify education information at university and TVET.

Career guidance's processes began with the submitting authorized letter to the Department of Education, Youth and Sport of each province to get approval to conduct training for high school students in their schools. After the authorization, CTEP's officers communicated with each school principal in order to engage and facilitate students to the events in which grade 12 students are the selected ones to participate.

In BMC, we chose to conduct the career guidance for grade 12 students in 4 high schools of 3 districts in BMC. Svay Chek, Phkoam, Mongkol Borey, and Banteay Chhmar high schools are the chosen high schools in which implemented the programs. As the result, there were 504 students (303 females) engaged in the events. In OMC, we chose Anlong Veng high school to be the only one to conduct the career guidance for students. This event was held with 119 students (66 females) attended the event. For Preah Vihear, we had planned to conduct one career guidance for high school students in Rovieng high school in Rovieng district. Unfortunately, a lot of document processes requested by Department of Education Youth and Sport of Province, we decided to cancel the event intentionally.

FIGURE 8: Participants, Sex in career guidance by province.

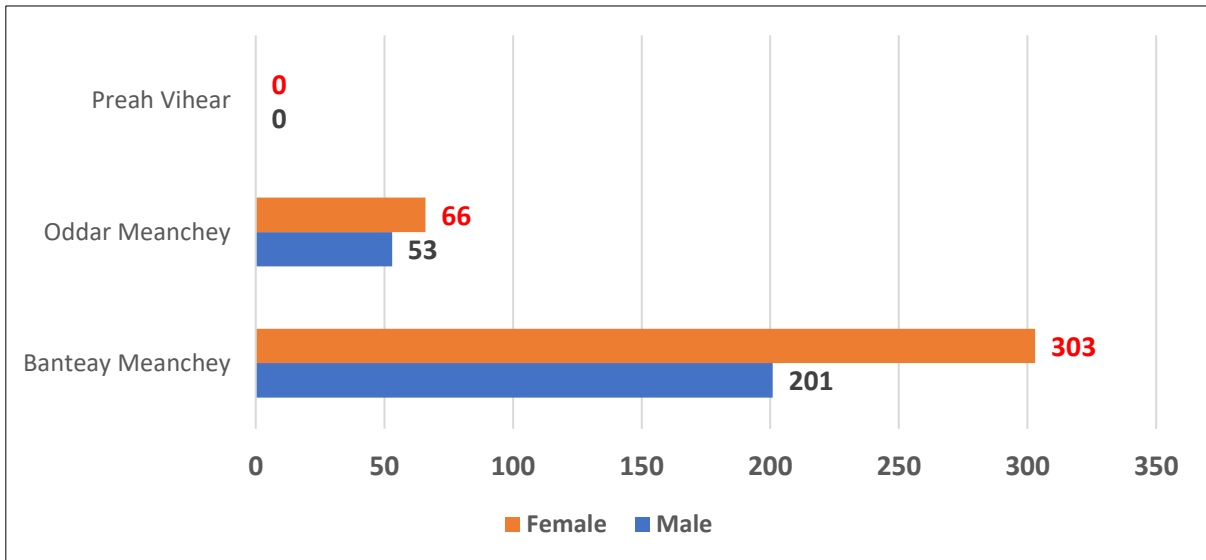


PHOTO 7: Students participate in Career guidance

8. PROJECT POTENTIAL IMPACT

Authorities: Local authorities, commune chiefs, commune councilors, village chiefs are the main actors who know and understand their local people clearly. Therefore, people's needs are also the key importance for local authorities to acknowledge. During the project implementation, we observed that local authorities have been trying their best in promoting the job opportunity to people even though they have limited sources of job opportunities such as the limited information which they received from the companies, enterprises and other work places. So that, when it leads to the deadlock, people have no other choices rather than deciding to migrate. After receiving project's activities, local authorities have engaged and collaborated with various companies and enterprises which they could get a better information than before to their own people. In this case, the job opportunities have increased and make a better change in the number of jobseekers.

Along with a well-cooperated from local authorities in each targeted area of project implementation, especially relevant partners such as commune chiefs, village chiefs, commune councilors had been engaged actively that has shown positive sign in the region. In that, we have collaborated with authorities in the mean of commune development. Moreover, the employment sector for citizens is a priority sector where they understand the job opportunities and general needs of each local population. This project is providing more insight to authorities for promoting local employment and preventing risky and unsafe migration.

Furthermore, the receiving and conveying of the information from the provincial authorities of each province to local authorities, made the local authorities especially those who are in the commune and district level had the full autonomy to decide and implement according to the project's vision and expected results.

Local people: Most of the local people who are living in the targeted areas are farmers, while the other have migrated to other countries such as Thailand. They decided to migrate because of many reasons. For example, not receiving enough information of job opportunities is one of the main reasons in that. Not because they don't want to work within their hometown, but they couldn't find where they can work in or at.

Going through a lot of events which were conducted at the local level on 3 main important programs, a total of 32 events in both the local and provincial levels in which we conducted and 2755 participants engaged in the events. Their engagement has been improving the abilities and aspects of the project to be better involved in all type of people. Not to mention, this has been spreading the information continuously by the people and relevant authorities. Geographically, we can analyze that local people, especially those who are in the age of having full power, have migrated to non-homeland to search the jobs insecurely, riskily, and confront the family separation. Since this project had been providing the knowledge through promotion to the local

people, people who participated in our events workshop realize and understand more on what are the needs in Cambodia, and received a lot of insights relating to nowadays employment sectors during this our 4th industrial revolution and a free-market economy. Though the migration's rate is still at a high level, at least their parents, guardians have conveyed the information to their children who want to come back and work in their homeland.

Companies and Enterprises: For those three targeted provinces within the project, BMC needs more labor force comparing to the other two provinces. The reason why BMC has the highest rate amongst that three in the labor force is that BMC is one of the provinces in Cambodia which focuses on the industrial and trade. However, ODM and PVH are less needs in the labor due to the geographical reason.

Within this project, those companies and enterprise had engaged to promote the employer's needs and they chose directly and indirectly through other institutions for the workers. Moreover, this project gave opportunities to those related companies and enterprise which are located locally and non-locally to come in order to promote, provide the jobs and choose workers by themselves. Through these activities, it made a greater and easier way for companies to fulfill their labor force, and they can gain more information simultaneously. Moreover, this project also provided chances to companies and enterprise workers to discuss and ask what are the job seekers issue relating to job searching. Both companies and job seekers got the chances to understand and engage one another in the labor sector. For instance, local people can discuss and ask what are the job opportunities while companies had enough availability and time to explain people on labor laws, the benefits of the jobs, job's values and other measures. By this, we can see that companies received positive results, so the project does.

Within this project, we had collaborated with NEA in order to establish the work plan, the agenda of the event activities and conducting the meeting beforehand. Hence, they also helped us in providing the mechanism as well as the strategies to implement the project effectively. Nonetheless, we also conducted the meetings between local authorities and NEA, so that their future communication will be better, and local authorities also got the chances to understand clearly of the project's vision and outcomes. This project also help to extend the service and support the work of NEA such as providing more beneficial for them in the case of our local authorities aware more on the NEA's work, so that whenever there is anyone who wants to apply for the job, the authorities could contact NEA directly in the near future after the project's end. On the other hand, this project also boosts the government's employment promotion policy which decreasing the number of migration, we, CTEP, as a middle person tried to engage and match jobseekers and companies in order to sustain and improve the issues of unemployment in Cambodia.

9. PROJECT REFLECTION

9.1 PROVINCIAL WORKSHOP LEVEL

By conducting the provincial workshop, it helped to push the efficiency of the project implementation to be better through the choosing of targeted communes in each province and promoted the project's objectives. Hence, the participation from representatives of the provincial governor, district governor, provincial, district and commune administration, commune chief, and commune council from all of the local areas in each province were so effective and active. As a result, although we selected some communes from those three provinces to be the targeted communes to implement the project, but other communes in which were not selected also could receive our information regarding the objectives, insights in which they can help us to spread to the other local people.

9.2 EMPLOYMENT FORUM

By conducting the Employment Forum, local people got the opportunities to be employed by our stakeholder companies and enterprises who joined and provided job opportunities during the events. The differences between those 12 communes are that the number of participants from each event is still limited due to time and places. Not so much difference from low-skill pre-employment training events, some areas were joined by a lot of people, and some were not. Noticeably, the engagement and collaboration from our local authorities in facilitating and gathering people were so active and they had done it according to their highest ability.

9.3 LOW SKILL PRE-EMPLOYMENT TRAINING

By conducting 12 low skill pre-employment training events in 3 provinces, we can assume that the participation of our local people who live in the implemented areas, they gain the new knowledge regarding on how to prepare themselves on things such as before involving in the job market, budget management, the consequences of migration, job opportunities, and determine their life's goals. The momentum from one commune to the others, differently from one another according to their time, and places. Mostly, the events which were conducted in the areas nearby the local people live, that events were joined by more people than the far one. Hence, some participants engaged in those 12 events more than we expected. We determined to have 12 people in each event, however, there were approximately 30-45 who participated in that low skill-pre employment training due to the fact that we informed local authorities to invite double of the local people to join the event. It means that there are a lot of obstacles to estimate the participants of the local people, that's why we chose to have more people to engage better than not reach our targeted number. To sum up, low skill-pre employment training plays a major role in helping local people to be better in preparing their own selves involving in the Cambodian job market.

9.4 CAREER GUIDANCE

Although we conducted only 5 career guidance events, we can see that the number of participants from students is at a high level. They were so brave regarding asking questions and

listening to gain new knowledge in order to fulfill and determine their life's goals career. Moreover, the participants exceeded our expectation although we conducted only 5 events at high schools, there were so fully participated in meanwhile the school principals were also shown their well collaboration with us in order to make a better process of facilitating the events.

10. CHALLENGE AND SOLUTION

Base on the location of project areas, labor forces have already migrated to work abroad, especially Thailand. People who are living in area mostly children and older people who are unable to work. So, when the event was conducted, most of participants in employment forum and low skill pre-employment are not the target group and some of the evens especially employment forums do not have enough people to participate and did not reach the goal, however a few communes are over target. For some communes which over the number of participants, there are 3 main reasons behind that. First, due to the geographical area, in some places the number of people are higher than the other places, so when we conducted the event in the crowding area, there were more people participated than the others. Second, the time availability of people, there were some events we conducted during their free time while some were conducted during their farming which led to the number of participants aren't equal to one another. Third, relating to the well participants of local authorities, we always put the participants number higher than the expected, so it depends on their commitment to promote and provide fully information to local people.

Nevertheless, due to the time was short, we couldn't promote the employment program in all districts of target provinces. Besides, that jobseekers want to work in their hometown rather than working in Phnom Penh or other provinces due to three reasons. First of all, they don't want to be separated from their family, specifically those who are married and have kids. Also, they believe that they can work on their farming when they are available from daily life work. Second, their expense will be higher than working in hometown. For example, they need to rent the house, pay higher prices of food, health care and etc. Third, they are hard to adopt to the new environment, and a bit hard to communicate to newly people in the new places for instance they can't ask anyone to help in their emergency cases that can happen.

Garment factories in BMC demand a high level of job conditions such as experience, Khmer and foreign language literacy so that people who live in BMC and the other 2 provinces are hard to fit it due to their lack of work experiences and education. Furthermore, those factories need only women for their production line while men meet a lot of obstacles to find jobs, except they have technical skills such as machinery, electronics, mechanics, and so on. There are three reasons that those factories recruit female workers: 1.) Females are more patient than males. 2.) Males usually make trouble, especially strike. 3.) Women empowering, it means females can work and earn money like males. Moreover, this project was so new and has never been implemented before in the community, which means that the participants and local authorities could not understand clearly about the main objectives of the project implementation.

Unfortunately, we need to admit that those 3 provinces are far from our CTEP office and it needs a lot of time and effort to contact the local authorities there. Plus, this project seems so new to be implemented in those areas in which it takes time to explain and collaborate with them such as the pre-meeting and promoting before conducting the events through relying on the transportation factor that leads to the over-budget in DSA. Furthermore, the biggest barrier for us is that the money clearance with GIZ was so complicated that it leads to late reimbursement for our second advancement. This issue caused a lot of events to be delayed; luckily, all of the events were conducted on time.

Response to all of the challenges above, CTEP staff and the other consultant staff from GIZ had tried to facilitate and find the solution for the project activities in order to receive a positive outcome. For instance, as we already knew that factories in BMC demand workers who got a lot of work experience and requirements, so that we tried to contact and build relationship with the factories in Phnom Penh capital city which they don't demand much of work experience and have a better suitable work condition. For demand in which they need more female employees rather than males, we also tried to persuade enterprises to employ male employees. For the participation issue, we have been from home to home in order to raise awareness and tell them the benefits of engagement in the events so that they would have interests on joining the events. Through this project is quite new to them, CTEP had discussed and explained more on detailed information of our project's objectives to them. Due to high expenses on the transportation, we decided to spend, prioritize, and meet with the local authorities in some areas only, while the others, we contacted them through phone calls in order to have collaboration.

11. LESSON LEARNED

Throughout our observation, this is the first project ever in which we received the fund from the outside stakeholder organization; meanwhile, we only received the fund from Taiwan. Actually, we gained a lot of new experiences as well as the actual implementation that reflected on the reality. We only used to collaborate with Job Center in each province (NEA) for conducting the events; on the other hand, CTEP has the fully responsibility to conduct and prepare the events by ourselves in this project. If we take a look at the objectives of the project, we have implemented according to our work plan that choose those three provinces such as BMC, OMC, and PVH to be the targeted areas. So, we can assume we received a very positive outcome of our project's objectives. However, we can still see some lacking points during project implementation that cause us not to reach the project's objectives and plans.

In our strategies, local authorities are the main indicator to monitor and evaluate the participants because they are the ones who are closed to local people the most. Hence, in all of the activities, some weren't completed successfully due to the condition which irritate them not to be engaged in the events although the local authorities were so active in collaborating and promoting them. Moreover, in some areas, local authorities have a lot of duties which they couldn't help us in a way that we need to do all of the activities by ourselves such as the promotion before conducting the event.

At the beginning of the project implementation, we relied solely on authorities in order to reach out to the target group and people who prioritize to join the events. Nevertheless, this tactic was not successful, we decided to involve and help to promote to local people more.

Identically, a lot of factories and enterprises in the areas demand a lot of female workers rather than the males which made us adjust our target from factories and enterprises to agriculture sector such as Chhuon Sophan Combine Harvester Installation Enterprise and C.R.C.K.2 rubber plantation which need both males and females to work for them. We help through facilitate and find an easier way for local people who are the job seekers to let them have the choices of various positions for them to apply. They can contact directly to the companies, local authorities who are closed to them, NEA or CTEP.

For the budget expenses of this project implementation, we can see that it fluctuates accordingly to each commune and context of each area. So, in some areas, we use the budget more and less than expected. In sum, our budget management still shows a positive result, except for those expenses on transportation, per diem, and accommodation for our DSA in which we used the budget more than planned because we want to see a very effective result.

Moreover, we were so flexible in the engagement from local people with their context although the participants were not our target group, but they are the key people that can help and spread the information.

12. SUCCESS STORIES

Enterprise Tour

CTEP facilitated 14 local authorities who from Soengh commune of Ou Chrov district in BMC to have an enterprise tour in one of our stakeholder enterprises. Those local authorities comprised of village chiefs, commune councils, job seekers and local people representatives went to Chhuon Sophan Combine Harvester Installation Enterprise, which is located in Banteay Neang commune of Mongkol Borey district in BMC, in order to visit, gain new knowledge relating to agricultural machinery and job opportunities which are provided.

Within this enterprise tour, we received a very warm welcome directly from Mr. Chhuon Sophan who is the enterprise owner. During the tour, Mr. Chhuon Sophan shared his experiences on how he became from someone who once was a normal worker in the rice mill until he could install the combine harvester and the modernized techniques for the agricultural machinery all by himself. Plus, he stated that this is a very big achievement of Cambodian. Hence, he also exhibited his whole production process, mills, machine usage and some of the technology units in his enterprise.

In this itinerary, it shows a very positive bond and connection between local authorities and the enterprise in order to raise their awareness of job opportunities and labor demand in the upcoming time. Hence, local authorities also spread information regarding job opportunities and labor demand to attract migrant workers' interest in order to persuade them to come back and work within the country.



PHOTO 8: Authorities and local people from Soengh commune with enterprise owner

Job Placements

Through the project implementation, job information and opportunities have been provided to each commune and local people. Furthermore, 28 people got employed to work in institutions, companies, and other enterprises. In which 8 of them, work in the QMI Garment factory, are from Rik Reay commune in PHV. The other 17 people, work in Chhuon Sophan Combine Harvester Installation Enterprise, are mostly from Banteay Neang commune. Plus, 3 students who are from Bat Trang commune become English teachers in one of the international schools and a cook helper in one of the hotels in BMC. These achievements couldn't have resulted if there was no collaboration from our authorities, job seekers, companies, enterprise, Job Center of BMC, and other relevant stakeholders.



PHOTO 9: People got job in Chhoun Sophan Combine Harvester Installation Enterprise



PHOTO 10: 3 students got job in BMC

13. FINANCIAL REPORT

TABLE 5: Total expenses in project by GIZ fund.

	1st Expenditure	2nd Expenditure	3rd Expenditure	Total Expenditure
Contribution (GIZ)	8,763.50	9,842.87	2,849.05	19,801.50
Project Manager	1050.00	1050.00	350.00	2,450.00
Project Assistant	525.00	525.00	175.00	1,225.00
External Experts/ Consultant	800.00	1200.00	400.00	2,400.00
Transportation/Travel Costs for Staff	1655.72	2092.00	0.00	3,747.72
Transportation/Travel Costs for Paxs	1330.46	216.70	64.20	1,611.36
Snack for participants	441.93	774.25	571.75	1,787.93
Lunch for participants	1002.65	372.36	120.00	1,495.01
Training material	0.00	112.26	0.00	112.26
Backdrop/Banner	20.00	0.00	0.00	20.00
Venue rental	438.37	651.25	583.75	1,673.37
Other cost	7.50	0.00	30.00	37.50
Total budget expense	7,271.63	6,993.82	2,294.70	16,560.15
Excess (deficit) for project	1,491.87	2,849.05	554.35	3,241.35

CONTRIBUTION: We received the fund from GIZ to support and implement the project in 3 provinces which are Banteay Meanchey, Oddar Meanchey and Preah Vihear Province.

PROJECT MANAGER: Support project manager salary for responsibility in the project.

PROJECT ASSISTANT: Support project assistant salary for responsibility in the project.

EXTERNAL EXPERTS/CONSULTANT: we hired a professional freelance trainer for facilitate in low skill pre-employment training course and raise training awareness, register, delivering and post-training support. Coordinate the training, access trainer competencies during and upon the training completion.

TRANSPORTATION/TRAVEL COSTS FOR STAFF: Per diem, accommodation, and transportation for staffs in 3 provincial workshops, 12 low skill pre-employment trainings, 12 Employment forums and 5 Career guidance.

TRANSPORTATION/TRAVEL COSTS FOR PAXS: Provided transportation cost in KM for participants in workshop at provincial level with the involvement of district and commune councils for selecting target communes, and also provide transportation cost for participants in low skill pre-employment training 12 times.

SNACK FOR PARTICIPANTS: Provided refreshments to participants who joined in workshop at provincial level 3 times, employment forum 12 times, low skill pre-employment 12 times and career guidance 5 times.

LUNCH FOR PARTICIPANTS: Provided lunch for participants in workshop at provincial level 3 times and low skill pre-employment training 12 times.

TRAINING MATERIAL: Handout for students in career guidance 5 times.

BACKDROP/BANNER: for workshop at provincial level with the involvement of district and commune councils for selecting target communes.

VENUE RENTAL: Meeting room and rental place in each event; workshops at province, low skill pre-employment trainings, employment forums.

OTHER COSTS: for environment cleaning and contribute in electricity in commune when event conducted.

TABLE6: Total expense in project own funds/ third party financing

	1st Expenditure	2nd Expenditure	3rd Expenditure	Total Expenditure
Contribution (CTEP)	2,175.00	2,370.00	785.00	5, 330.00
Project Manager	1050.00	1318.25	437.00	2,805.25
Project Assistant	525.00	1000.36	350.00	1875.36
Stationaries for office use	20.40	1.80	3.00	25.20
Stationaries and handout for all events	35.10	15.35	4.65	
Total budget expense	1,630.50	2,335.76	794.65	4760.91
Excess (deficit) for project	544.50	34.24	(9.65)	569.09

CONTRIBUTION: Contribution from CTEP for implement the project in 3 provinces which are Banteay Meanchey, Oddar Meanchey and Preah Vihear Province.

PROJECT MANAGER: Support project manager salary for responsibility in the project.

PROJECT ASSISTANT: Support project assistant salary for responsibility in the project.

STATIONARIES FOR OFFICE USE: Material in office for using in the project

STATIONARIES AND HANDOUT FOR ALL EVENTS: Handout in needs for all events such as; attendance list, events agenda, transportation list,

14. LIST OF BENEFICIARIES

TABLE 7: List of job placements

No	Name	Sex	DOB	Address	Company	Telephone
1	SENG Sokheom	F	12-Jan-97	Rikreay/RVH/ PVH	QMI	088 66 40 840
2	HAT Heun	F	17-Oct-89	Rikreay/RVH/ PVH	QMI	088 8221993
3	KONG Kuy	F	17-Dec-81	Rikreay/RVH/ PVH	QMI	088 9628850
4	CHAN Phary	F	30-Jul-92	Rikreay/RVH/ PVH	QMI	091 461570
5	BENG Sophea	F	16-Mar-99	Rikreay/RVH/ PVH	QMI	092 461570
6	ENG Keang	F	10-Feb-77	Rikreay/RVH/ PVH	QMI	097 8686713
7	KET Thea	F	15-Jun-80	Rikreay/RVH/ PVH	QMI	097 5248156
8	HENG KHIN	F	17-Aug-81	Rikreay/RVH/ PVH	QMI	097 9236631
9	HOENG Kimlang	F	20-Jun-01	Bat Trong/MKR/BMC	SI school	061 937648
10	KONG Tip	F	17-Apr-01	Bat Trong/MKR/BMC	Pyrameid hotel	090 593646
11	DOUNG Vany	F	21-Mar-02	Bat Trong/MKR/BMC	Pyrameid hotel	088 2043863
12	Mung Bunloeun	M	25-Oct-95	Banteay Neang/MKR/BMC	C.S.C.H.I.E	096 6502669
13	Pong Phou	M	01-Jan-95	Banteay Neang/MKR/BMC	C.S.C.H.I.E	096 3385202
14	Soeun Darith	M	10-Oct-76	Banteay Neang/MKR/BMC	C.S.C.H.I.E	096 4320775
15	Choeung Kimheng	M	28-Mar-99	Banteay Neang/MKR/BMC	C.S.C.H.I.E	071 9301128
16	Choeung Kimchi	F	26-Nov-83	Banteay Neang/MKR/BMC	C.S.C.H.I.E	089 442780
17	Kim Hong	F	26-Nov-88	Banteay Neang/MKR/BMC	C.S.C.H.I.E	089 442780
18	Chan Tha	M	06-Aug-03	Banteay Neang/MKR/BMC	C.S.C.H.I.E	088 8221993

19	Thon Phirun	F	20-Feb-99	Banteay Neang/MKR/BMC	C.S.C.H.I.E	088 9628850
20	Han Vanya	F	05-Jan-01	Banteay Neang/MKR/BMC	C.S.C.H.I.E	091 461570
21	Chhoun Leak	F	03-Jan-00	Banteay Neang/MKR/BMC	C.S.C.H.I.E	092 461570
22	Chae Sath	F	05-Jan-01	Banteay Neang/MKR/BMC	C.S.C.H.I.E	097 8686713
23	Lai Heak	F	12-Apr-02	Banteay Neang/MKR/BMC	C.S.C.H.I.E	097 5248156
24	Yat Chainan	M	06-Jan-02	Soeugh/OCH/BMC	C.S.C.H.I.E	097 9236631
25	Bai Seyha	M	28-Nov-02	Soeugh/OCH/BMC	C.S.C.H.I.E	061 937648
26	Chat Karona	M	06-Jan-022	Banteay Neang/MKR/BMC	C.S.C.H.I.E	090 593646
27	Yoeun Yout	F	12-Nov-94	Banteay Neang/MKR/BMC	C.S.C.H.I.E	088 2043863
28	Som Bunly	M	07-Aug-91	Banteay Neang/MKR/BMC	C.S.C.H.I.E	096 6502669

TABLE 8: List of project stakeholder

No	Name	Contact	Address	Type
1	Phnom Penh Special Economic Zone	092 204 944	National Road No.4, 12509 Khan Kambol, Phnom Penh, Cambodia.	Special Economic Zone
2	Quint Major Industrial Co., Ltd	016 896 544	Trapeang Chheuneang , Peuk, Ang Snuol, Kandal province	Garment Factory
3	Minebea (Cambodia) Co., Ltd	078 666 269	National road 4, Sangkat Pleung Chhes Rotes, Khan Posenchey, Phnom Penh	Electronic company
4	C.R.C.K.2	096 96 96 467	Por Pok commune, Stoung district, Kampong Thom province	Rubber plantation
5	Chhuon Sophan Enterprise	017 414 120	Banteay Neang commune, Mongkul Borei district, BMC	Sell and install agricultural products
6	Job Center of Banteay Meanchey	093 777 820	Keab village, Teuk Thla commune, Sereisophorn town, Banteay Meanchey province	Job Center
7	Polytechnic Institute of BMC Province	095 93 44 47	Keab village, Teuk Thla commune, Sereisophorn town, BMC province	TVET
8	ML intimate apparel (Cambodia) Co.,Ltd.	097 91 94 093	POSEZ Industrial Zone, Sangkat Sangkat Nimit, Krong Poipet, Banteay Meachey	Garment Factory
9	SCWADO Component (Cambodia) Co.,Ltd.	012 653 090	Psar Kandal Village, Poipet City, BMC	Electronic company

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15. CONCLUSION

All of activities described in the proposal have been accomplished except one among 6 of career guidance workshop in Preah Vihea province that was cancelled. The other 4 workshops of career guidance in BMC and OMC were done very well. This is because the event needed to join from students at high school. However, when CTEP contacted with provincial department of education youth and sport in PVH for conducting the career guidance workshop, he needed the approval from ministry of education youth and sport. Therefore, as the time constrained CTEP decided not to do this activity.

Generally, the project Employment Linkage and Capacity Building for Jobseeker is really important for jobseekers and employers because jobseekers need jobs while employers need workforces to run their businesses. Through the project implementation, the project really contributed to reduce information gap between jobseekers and employment opportunity, link jobseekers with some employers, and link local authorities with job center and or NEA as well. Jobseekers at the rural areas received job information from companies, garment factories, enterprises, and job center. Following the table 7, we can see that 28 people got jobs through the project implementation. Even some jobseekers did not get the jobs during the project implementation, but they will contact to them next time. Local authorities that play important role in promoting employment in their responsible areas already know some companies, factories, enterprises, and job center, so they will contact them for their community people when they need the jobs.

Because this is the first time for collaboration between CTEP and GIZ, so there are some challenges for CTEP to follow such as budget advance and clearance. However, after completed this first time, we can find the easy way of working together.

To ensure the sustainability, the project needs to continue to the next phase. Both local authorities and jobseekers need more capacity building and network with other enterprises, companies, factories, and job center/NEA. Activities for the next phase should be: survey to identify local employers that can provide jobs, employment forum, career fair, training to low skills jobseekers in relation to prepare themselves for getting jobs, career guidance workshop with high school students in order for them to know the goal in the future, and support local authorities to conduct the visit at jobsites (companies, factories...) etc.

16. ANNEX

1. Budget attachments

-All budget expenses [\[Click here\]](#)

2. Provincial Workshop level participant's attachments list:

-Banteay Meachey Province [\[Click here\]](#)

-Oddar Meanchey Province [\[Click here\]](#)

-Preah Vihear Province [\[Click here\]](#)

2. Low Skill Pre-employment participant's attachments list:

-Tabaen Commune, Svay Chek district, BMC [\[Click here\]](#)

-Svay Chek Commune, Svay Chek district, BMC [\[Click here\]](#)

-Anlong Veng commune, Anlong Veng district, OMC [\[Click here\]](#)

-Tropeang Prasat commune, Tropeang Prasat district, OMC [\[Click here\]](#)

-Treas commune, Svay Chek District, BMC [\[Click here\]](#)

-Souphi commune, Ou Chrov District, BMC [\[Click here\]](#)

-Phnom Tbaen Pi commune, Kuleaen District, BMC [\[Click here\]](#)

-Chean Muk commune, Tbaeng Meachey District, BMC [\[Click here\]](#)

-Banteay Neang commune, Mongkol Borey District, BMC [\[Click here\]](#)

-Bot Trong commune, Mongkol Borey District, BMC [\[Click here\]](#)

-Thma Pouk commune, Thma Pouk district, BMC [\[Click here\]](#)

-Kumru commune, Thma Pouk district, BMC [\[Click here\]](#)

3. Employment Forum participant's attachments list:

-Phkoam Commune, Svay Chek district, BMC [\[Click here\]](#)

-Taphou Commune, Svay Chek district, BMC [\[Click here\]](#)

-Thma Pouk+Kumru commune, Thma Pouk district, BMC [\[Click here\]](#)

-Soeugh commune, Ou Chrov District, BMC [\[Click here\]](#)

-Ou Bei Choan, Oh Chrov District, BMC [\[Click here\]](#)

- Cherng Tien, Chong Kal District, BMC [\[Click here\]](#)
- Ou Smarch, Samroang City, OMC [\[Click here\]](#)
- Ampil, Banteay Ampil District, OMC [\[Click here\]](#)
- Bot trong commune, Mongkol Borey Distric, BMC [\[Click here\]](#)
- Banteay Neang Commune, Mongkol Borey District, BMC [\[Click here\]](#)
- Sophi Commune, Ou Chrov District, BMC [\[Click here\]](#)
- Rik Reay Commune, Rovieng District, PVH [\[Click here\]](#)

4. Career Guidance participant's attachments list:

- Svay Chek High School, Svay Chek District, BMC [\[Click here\]](#)
- Phkoam High School, Svay Chek District, BMC [\[Click here\]](#)
- Mongkol Borey High School, Mongkol Borey District, BMC [\[Click here\]](#)
- Banteay Chhmar High School, Thma Pouk District, BMC [\[Click here\]](#)
- Anlong Veng High School, Anlong Veng District, OMC [\[Click here\]](#)