



# FINAL REPORT

EMPLOYMENT LINKAGE AND CAPACITY BUILDING  
FOR JOB SEEKERS IN BANTEAY MEANCHEY,  
ODDAR MEANCHEY AND PRAEH VIHEAR PROVINCE

OCTOBER 2020 TO DECEMBER 2021

IMPLEMENTED BY



SUPPORTED BY



giz Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

## PROJECT FINAL REPORT

**Country:** Cambodia

**Contract number:** LSA-83365538

**Project title:** Employment Linkage and Capacity Building for Job seekers in Banteay Meanchey, Oddar Meanchey and Preah Vihear Province.

**Project short title:** GIZ RED IV

**Processing number:** 15.2150.9-001.00

**Period covered:** From October 1<sup>st</sup>, 2020, to December 31<sup>st</sup>, 2021

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# Abbreviations

<b>BMC</b>	Banteay Meanchey Province
<b>OMC</b>	Oddar Meanchey Province
<b>PVH</b>	Preah Vihear Province
<b>SRP</b>	Siem Reap Province
<b>SVH</b>	Svay Chek District
<b>TPK</b>	Thmar Pouk District
<b>OCH</b>	Ou Chrov District
<b>MKR</b>	Mongkol Borey District
<b>SR</b>	Samroang Municipality
<b>CHK</b>	Chong Kal District
<b>BA</b>	Banteay Ampil District
<b>TP</b>	Trapeang Prasat District
<b>ANV</b>	Anlong Veng District
<b>TBC</b>	Tbeang Meanchey District
<b>KUL</b>	Kuleaen District
<b>RVH</b>	Rovieng District
<b>PPSEZ</b>	Phnom Penh Special Economic Zone
<b>TVET</b>	Technical Vocational Education and Training
<b>CTEP</b>	Cambodia Team for Education Program Organization
<b>PIBMC</b>	Polytechnic institute of Banteay Meanchey

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## 1. EXECUTIVE SUMMARY

Under the GIZ's Regional Economic Development IV (RED IV) phase I, financed by the German Federal Ministry for Economic Cooperation and Development (BMZ) and Swiss Development Cooperation (SDC) as well as the Cambodian government. Employment Linkage and Capacity Building for Job Seekers had been implemented by Cambodia Team for Education Program Organization during August 1<sup>st</sup>, 2019, to February 28<sup>th</sup> 2020 for the first phase which located in Banteay Meanchey, Preah Vihear, and Oddar Meanchey province. In the 2021 Cambodia Team for Education Program Organization had been cooperated to continuing the implementation this project in the same location target areas.

This project primarily targets students, youth, rural community, and job seekers who lack of crucial information on jobs and vocational training within Cambodia, particularly in majority part of Banteay Meanchey, Oddar Meanchey, and Preah Vihear Provinces. We bridge the information divide between employees and employers by publicizing local job possibilities and increasing awareness of the Cambodian domestic working environment. Additionally, this initiative will assist local and remote individuals in those three provinces in obtaining work through the organization of Employment Forums, Low skill pre-employment training courses, Career guidance training, Career fair training and job matching.

The purposes of this Employment Linkage and Capacity Building for Job seekers project are: (1) Reduce the information gap between active job seekers in the rural area of Banteay Meanchey, Oddar Meanchey and Preah Vihear and employment opportunities in the province through employment forums, career fairs and awareness-raising activities of commune level of employment promotion committees. (2) Create employment promotion mechanisms in the area of the selected value chain. (3) Link job seekers in the rural area of Banteay Meanchey, Oddar Meanchey and Preah Vihear and employment opportunities by fostering job matching and training opportunities for them. (4) Involve and support local authorities to leverage employment promotion activities done by Job Center and/ or the National Employment Agency. (5) Follow up with previous job seekers who are employed due to the measures of the project to ensure their job security.

## 2. OVERVIEW

Employment Linkage and Capacity Building for Job Seekers in Banteay Meanchey, Oddar Meanchey, and Preah Vihear Provinces is a project that aims to increase employment rates by establishing effective links between government sectors, non-governmental organizations, and the private sector, as well as by conducting awareness performance and giving trainings. CTEP has expanded its own employment service to pursue its domestic employment promotion for migrants' mission across Cambodia through cooperation with provincial job center/national employment agency also include in Banteay Meanchey, Oddar Meanchey, and Preah Vihear provinces, and job possibilities from partner firms were deliberately offered to target populations. With the assistance of GIZ, CTEP has also coached communes in the aforementioned provinces on how to deepen their involvement and strengthen their roles in this project. Employment Linkage and Capacity Building for Job Seekers in Banteay Meanchey, Oddar Meanchey, and

Preah Vihear Provinces is a project that aims to increase employment rates through the establishment of effective links between government sectors, non-governmental organizations, and the private sector, as well as through awareness raising and training activities. CTEP has increased its own employment services in the provinces of Banteay Meanchey, Oddar Meanchey, and Preah Vihear, and systematically exposed target people to work prospects through partner firms.

## 2.1 PROJECT BACKGROUND

Since 2015, Cambodia Team for Education Program Organization (CTEP) has expanded its service beyond education to include employment promotion in order to meet the needs of job seekers in the communities with whom we collaborate and so contribute to the villages' well-being. CTEP has organized and co-organized authority meetings, recruitment events, and skill trainings in collaboration with the National Employment Agency (NEA) and private sectors such as factories, restaurants, companies, TVET, and hotels in order to connect the aforementioned diverse sectors with rural job seekers and trainees. We have held over 90 job recruiting events to date, including five factory visits in Phnom Penh; created five training centers (in collaboration with NEA, schools, and VSO); and effectively connected 5261 job seekers with 349 career prospects.

Our strategy is based on collaboration and community-based cooperation. CTEP does not construct centers or offices on its own; rather, we supply equipment and consultants in collaboration with village chiefs, commune heads, schools, businesses, and other non-governmental organizations (NGOs). Our objective is to ensure that target groups get accurate, transparent information about the employment market and may plan their careers accordingly.

CTEP received funding from Regional Economic Development IV (RED IV) in 2019 to undertake the project "Employment Linkage and Capacity Building for Job Seekers in Banteay Meanchey, Oddar Meanchey, and Preah Vihear Provinces" from August 1<sup>st</sup> 2019 to February 28<sup>th</sup>, 2020. And now we are continuing the employment Linkage and capacity building for job seeker for the phase II from October 1<sup>st</sup> 2020 to December 31<sup>st</sup>, 2021.

## 2.2 PROJECT OBJECTIVE

- Reduce the information gap between active job seekers in the rural area of Banteay Meanchey, Oddar Meanchey and Preah Vihear and employment opportunities in the province through employment forums, low skilled pre-employment, career guidance, career fairs and awareness-raising activities of commune-level of employment promotion committees.
- Create employment promotion mechanisms in the area of the selected value chain
- Link job seekers in the rural area of Banteay Meanchey, Oddar Meanchey and Preah Vihear

and employment opportunities by fostering job matching and training opportunities for them.

- Involve and support local authorities to leverage employment promotion activities done by a Job Center and/ or the National Employment Agency.
- Follow up with previous job seekers who are employed due to the measures of the project to ensure their job security.

### 2.3 TARGET GROUPS

- Reflection workshops at the provincial level: this one is aiming to provincial authority especially the commune level, which is the chief of the commune, the commune committee, district administration level, job center, provincial polytechnic and vocational training representative.
- Employment Forum: youth, migrant returnees, adults job seeker in the community.
- Low skilled pre-employment training: commune youth, non and low skill unemployed job seekers, pending migrant workers
- Career Guidance: the secondary or high school students in the target area provinces.
- Career Fair: youth, potential job seekers, students, university students.

### 2.4 EXPECT RESULT

- Coach and mentor, the 22 existing Commune Level Employment Promotion Committees (CLEPC) and 20 other communes in three provinces in relation to employment linkage with Job Center and/or National Employment Agency.
- Conduct 3 reflection workshops at the provincial level with Commune Level Employment Promotion Committees (CLEPS)
- Support CLEPC members or commune staff in preparing and facilitating 12 employment forums out of the 25 communes in three provinces.
- Organize and conduct 12 low-skill pre-employment trainings for 450 job seekers out of 25 communes.
- Cooperate with relevant stakeholders and provincial authorities to conduct a career fair in the target area of Banteay Meanchey province.
- Design and offer career guidance program to 6 secondary or high schools for 500 students in three provinces.

Following the project plan, the project participant estimated 2596 job seekers from 25 communes is estimated to benefit from this project by having a better access to employment opportunities, employment information, employment soft-skillset, career pathway. At the same time, the local authorities at commune level are expected to engage more and be willing to offer employment service to the potential job seekers in their perspective communities.

## 2.5 OUTPUT

- 3 reflection workshops at the provincial levels
- 9 employment forums
- 10 low skilled pre-employment training
- 30 career guidance in secondary and high schools
- 9 career fair training

## 2.6 PROJECT DURATION

The project was developed as a proposal from October 1<sup>st</sup>, 2020, to December 31<sup>st</sup>, 2021, which offered funding from Regional Economic Development IV (RED IV) phase II to project for 15 months duration.

## 2.7 BASIC INFORMATION ABOUT PROJECT AREA

### 2.7.1 Population

The early results of the GPCC 2019 indicate that the Central Plain region is the most populous, with 7,477,444 people accounting for 48.9 percent of the overall population. Tonle Sap is the second most populous region in Cambodia, with a population of 4,801,260 people, or 31.4 percent of the total. The Plateau and Mountains region is the third most populated, with a total population of 1,948,637 people, or 12.7 percent. Finally, the Coastal and Sea region is home to 1,061,148 people, or 6.9 percent of the population. Banteay Meachey has a population of 859,545, Oddar Meanchey has a population of 261,252, and Preah Vihear has a population of 251,352.

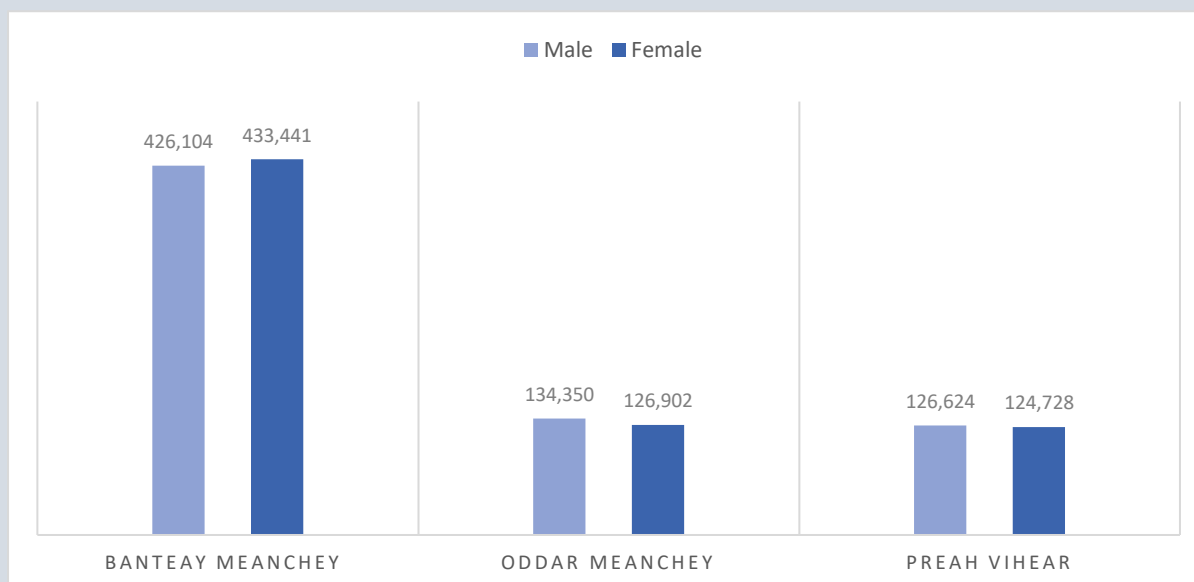
For the distinct four natural regions across the country, the preliminary result of GPCC 2019 shows that the Central Plain region is the most highly populated, comprising 7,477,444 persons which constitute 48.9% of the total population. Tonle Sap is the second most populated region with 4,801,260 persons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

(General Population Census of the Kingdom of Cambodia 2019, page 6)

**TABLE 1: Total population by 3 provinces and gender, 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
<b>Total (Sum)</b>	<b>290,188</b>	<b>687, 078</b>	<b>685, 071</b>	<b>1372, 149</b>

*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

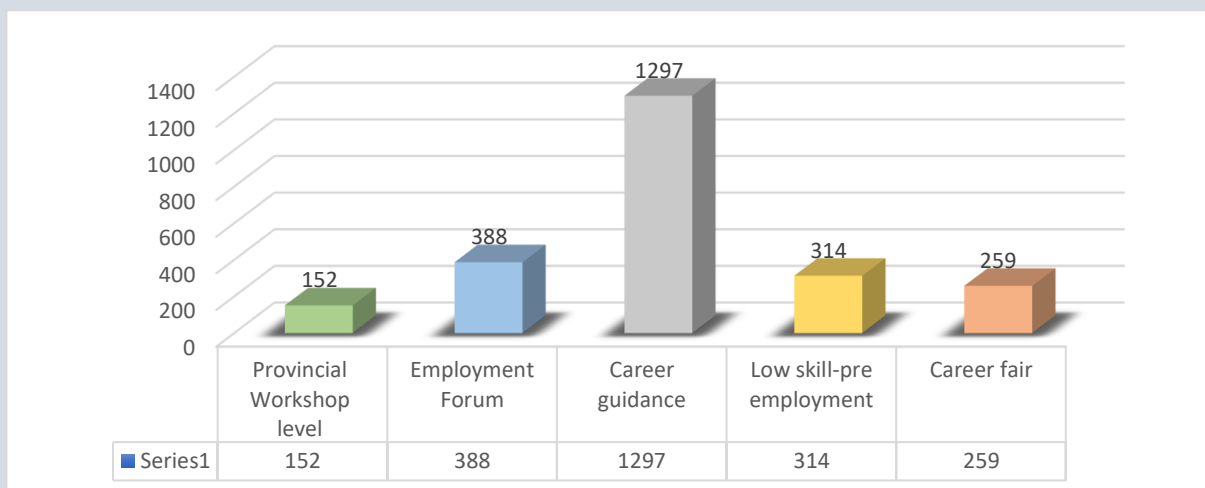
Cambodia's prosperity has been fueled by labor-intensive manufacturing and low-skilled service industries. As the country progresses toward becoming an emerging market economy, more advanced manufacturing techniques and a highly qualified workforce will be necessary to support its rapid expansion and compete in global markets. Thus, as indicated in Phase IV of the Rectangular Strategy (2019–2023), the Royal Government of Cambodia has highlighted the importance of growth, employment, fairness, and efficiency in the country's economic and social development plans. Additionally, the Cambodian Industrial Policy (IDP) 2015-2025, adopted in 2015, emphasized a new growth strategy aimed at transforming and modernizing the industrial structure from one that is labor intensive to one that is skill-based, as well as connecting Cambodian industry and economy to the global value chain and integrating them into regional production networks.

Cambodia's future labor market and workforce will be significantly influenced by the youthful and dynamic population that has been growing at a rapid pace. It has the potential to be a valuable resource or a burden for Cambodia, depending on how well we are able to translate it into valuable human capital for the growth of the country. Generally speaking, when it comes to gender structure, the overall female population size is slightly bigger than the total male population size. In 2018, females made up around 51.2 percent of the entire population, according to the latest available data.

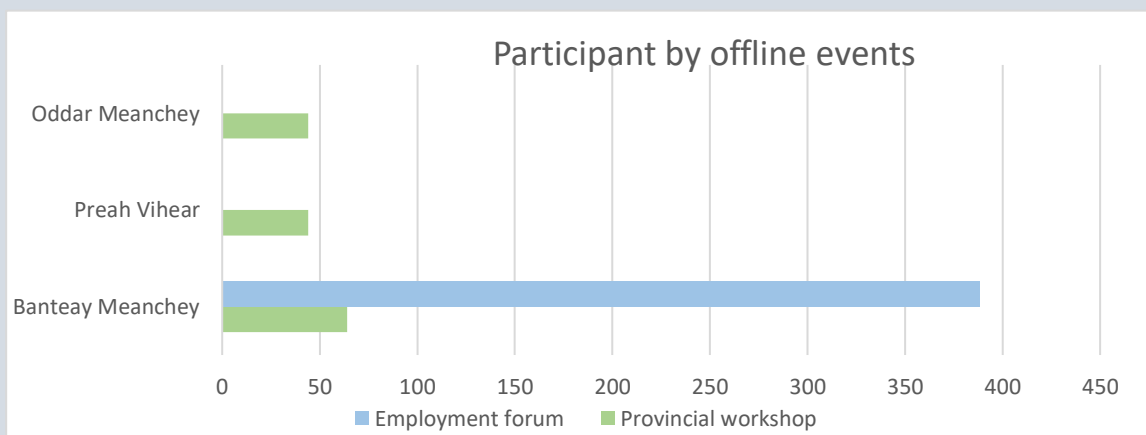
Cambodia's ability to diversify into higher added-value industries and move into high-productivity jobs will be greatly enhanced in the future if technical skills, which need at least obligatory schooling, are present. The inadequacy of Cambodia's general education system is the most significant impediment to the country's socio-economic growth. However, as a result of this circumstance, Cambodia is experiencing an increase in the need for both skilled and unskilled labor.



**FIGURE 2: Number of participants in event**



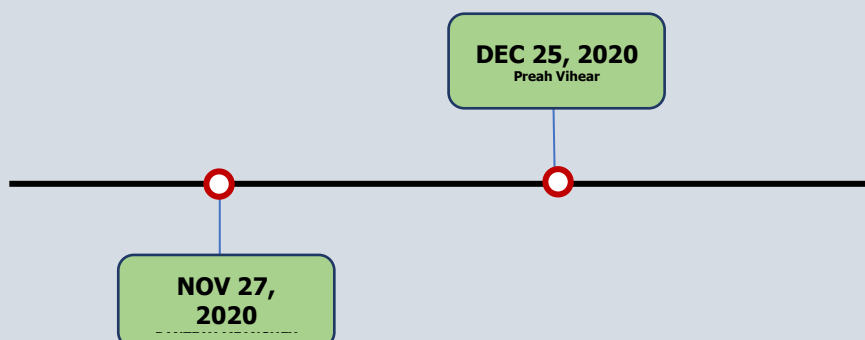
**FIGURE 3: Number of participants in each event by provinces (offline event)**



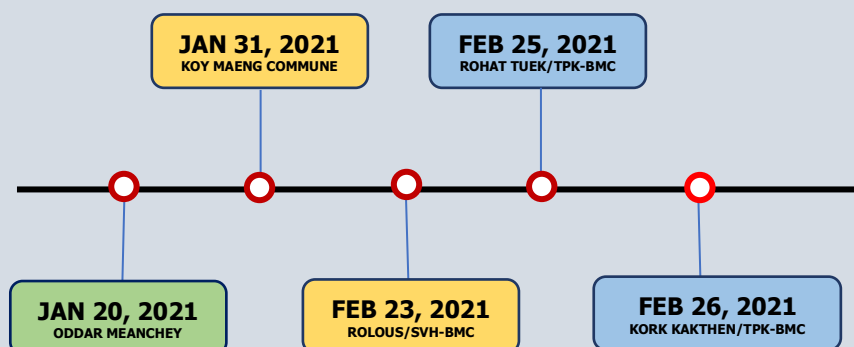
## 5. PROJECT TIMELINE

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

### 5.1 SECTION I: October 1<sup>st</sup> to December 31<sup>st</sup>, 2020 (3 months)



## 5.2 SECTION II: Jan 1<sup>st</sup> 2021 to Mar 31<sup>st</sup>,2021 (3 months)



## 5.3 SECTION III: April 1<sup>st</sup> to June 30<sup>th</sup> 2021 (3 months)

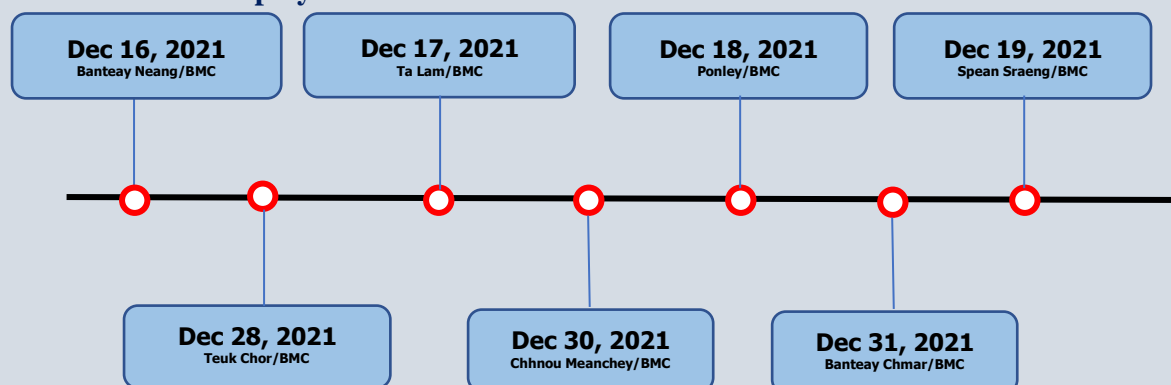
Because the covid-19 pandemic had begun to spread in the community during the section III period, we were obliged to postpone all of our project activities, which we had planned with the local commune administration, beginning with the section III period. Although the situation was not much better in Siem Reap, Banteay Meanchey, Preah Vihear and Oddar Meanchey the provincial authorities were forced to follow the procedures set out by the Ministry of Health and the government to lock down and restrict access due to an increase in the number of people arriving and living in close proximity to a covid-19 outbreak that was rapidly spreading.

## 5.4 SECTION IV: July 1<sup>st</sup> to July 31<sup>st</sup> 2021 (1 month)

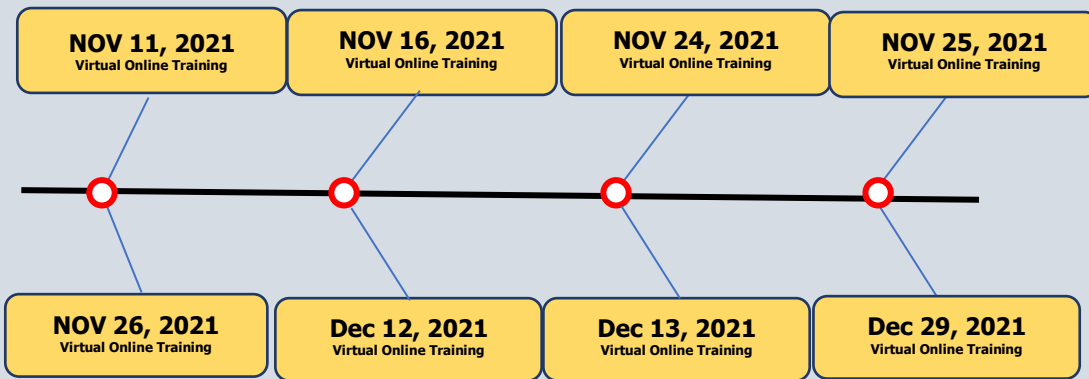
We have been unable to continue implementing our initiative during this time period due to the continuing seriousness of the COVID-19 situation in Cambodia. As a result, the Cambodian government and Ministry of Health have not authorized to celebrate any events, ceremonies gatherings or meetings throughout the nation during this time period. Additionally, CTEP and GIZ have been debating and communicating for some time about how we may perform this project activity in a way that is flexible and adaptive to society strict processes.

## 5.5 SECTION V: Nov 1<sup>st</sup> to Dec 31<sup>st</sup> 2021 (3 month)

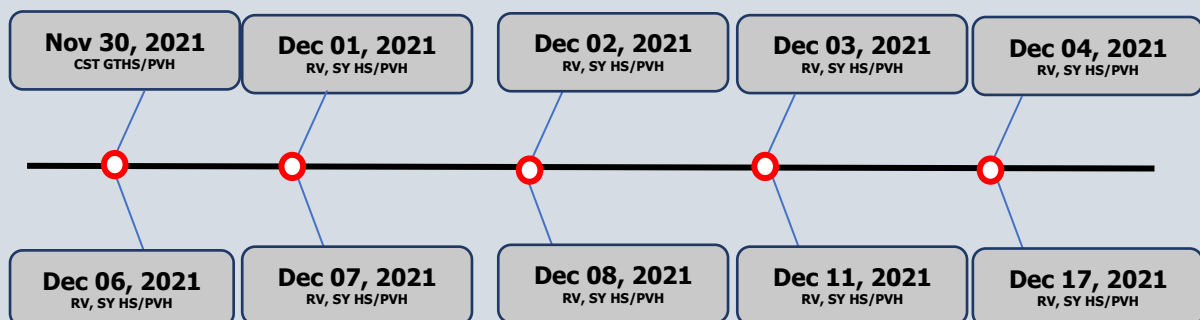
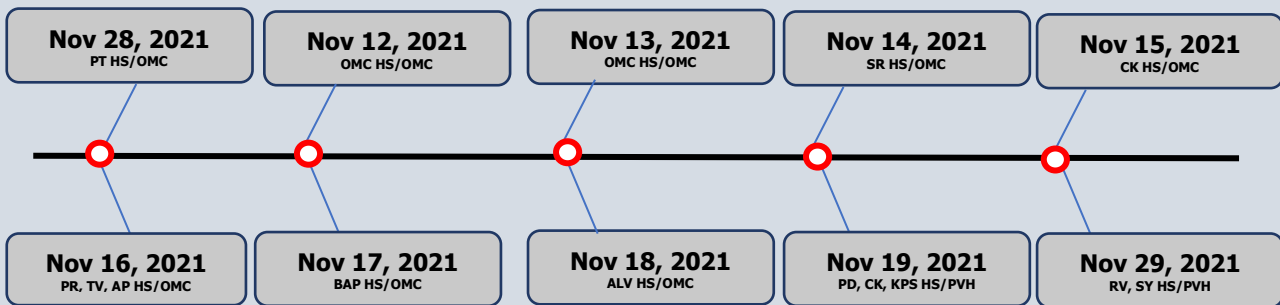
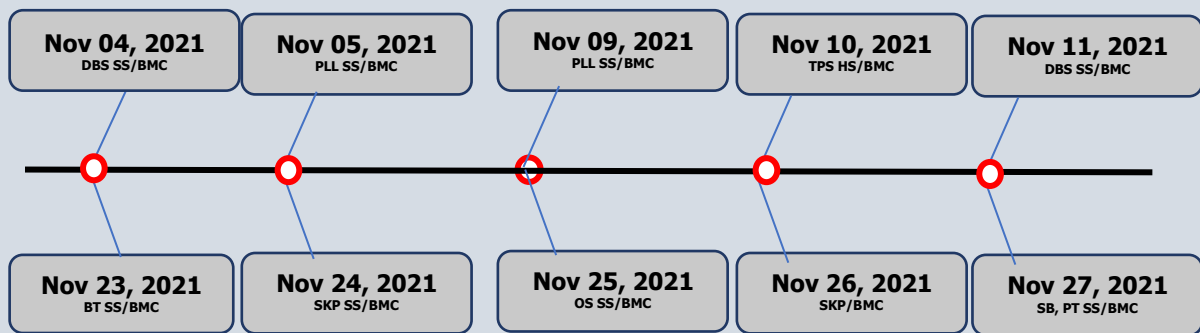
### 5.5.1 Employment Forum



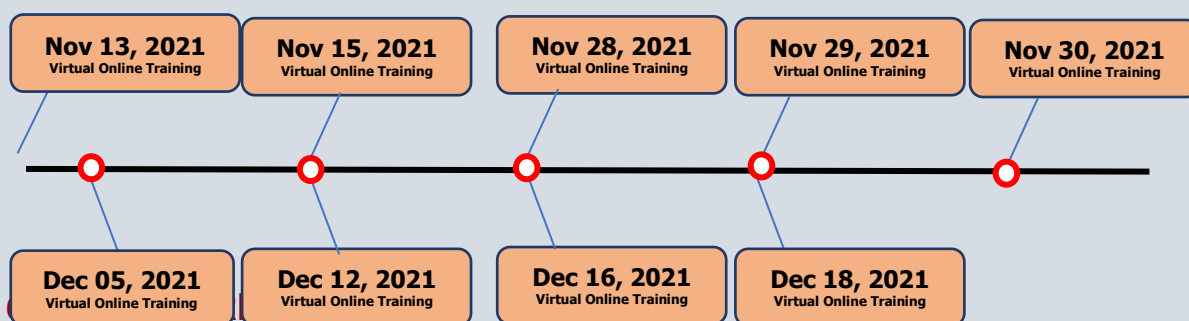
### 5.5.2 Low skill pre-employment training (Virtual Training)



### 5.5.3 Career Guidance (Virtual Training)



### 5.5.1 Career Fair (Virtual Training)



Due to the project RED IV implement along in the Cambodia Thailand border province in order to promote the employment opportunities and increasing employment rates and reduce illegal migration such as Banteay Meanchey, Oddar Meanchey, and Preah Vihear Province. The beginning 3 provincial level workshops for reporting the phase I implement result and continuation phase II 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.

With the offline employment forum, we had conducted in Banteay Meanchey in 8 communes, 5 different districts in order to conduct the meeting forum which participated from private company, commune committee, provincial job center and the local people in the community. Moreover, for the upcoming COVID restriction also conducted the two low skill pre-employment training which hosted one in Koy Maeng commune, Mongkul Borey district and another one in Roluos commune, Svay chek district.

With the virtual training and event after the COVID restriction had left out, CTEP has discussed with GIZ funding organization and adaptive the trainings and events into virtual trainings through the two well-known Google Meet and Zoom virtual meeting software which were introduced by the project trainer. By November 1<sup>st</sup> until December 31<sup>st</sup> 2021 the experienced recruited professional trainer has started to conduct the online video training of low skill pre-employment training, career guidance training and career fair training. By the discussion of post COVID situation to implement 30 trainings of each training to expect 50 students or participants in each virtual training as expected 1500 participants and students to involve each of the three trainings above. By the end of December 2021, low skill pre-employment training had been conducted 8 times which had accomplished total 224 people which 156 people were female equal 17%. The career guidance training was completed fully 30 trainings accomplished total of 1,297 students, 778 females participated in the three provinces, equivalent to 86.46% of the plan. and career fair training accomplished 9 trainings in the two-month period with total number of 259 participants, including 166 females attended the training. Among 259 of total participants, there were 8 business owners (all males).

In total, 60 events took place at the local level between October 2020 and December 2021, including offline and virtual events. The offline events were attended by commune councils, village chiefs, trainers, participants from the local community, and representatives from factories, private companies, and enterprises who promoted the job market and job opportunities to the public. There were 2410 individuals (including 1327 females) in those three provinces who took part in and engaged in the activities as a result of this.

**TABLE 2 : Participants by province attended the event**

	#Of event	Female	TOTAL
<b>Provincial Level Workshop</b>	3	21	152
<b>Employment Forum</b>	9	171	388
<b>Low skill pre-employment</b>	10	185	314
<b>Career Guidance</b>	30	785	1297
<b>Career Fair</b>	9	165	259
<b>TOTAL</b>	<b>60</b>	<b>1327</b>	<b>2410</b>

## 7. PROJECT ACTIVITY

This project was primarily focused on increasing employment linkage rates by providing information, opportunities for job seekers. It was established in particular for those three provincial residents and some other provinces who are seeking active and passive job seekers, career decision, unemployed and frequently migrate to other countries. By attempting to increase employment, we assisted them by arranging meetings and consultations with representatives from factories, private companies, and enterprises in need of staff, so they could pick which institution to work for. Additionally, we promoted the domestic job market and opportunities through meetings, workshops, and trainings with relevant stakeholders and sub-national authorities in each local commune area, such as provincial workshops, employment forums, and low-skill pre-employment training, career guidance training and career fair training.

When developing the project implementation plan, we worked closely with the BMC Job Center, BMC polytechnics, the provincial education department, as well as private sector companies and, in particular, local authorities to ensure that activities were tailored to the needs of the targeted locations. We also collaborated with other companies' enterprises for the people's need within the project, matching jobseekers with companies' enterprises to increase the number of jobs received and decrease the number of migrations. This helped us to promote job opportunities and reduce the number of migrants. The information and employment opportunities presented during workshops and trainings were accurate and valuable information for job seekers or students in order for them to make the best option possible regarding their career path.

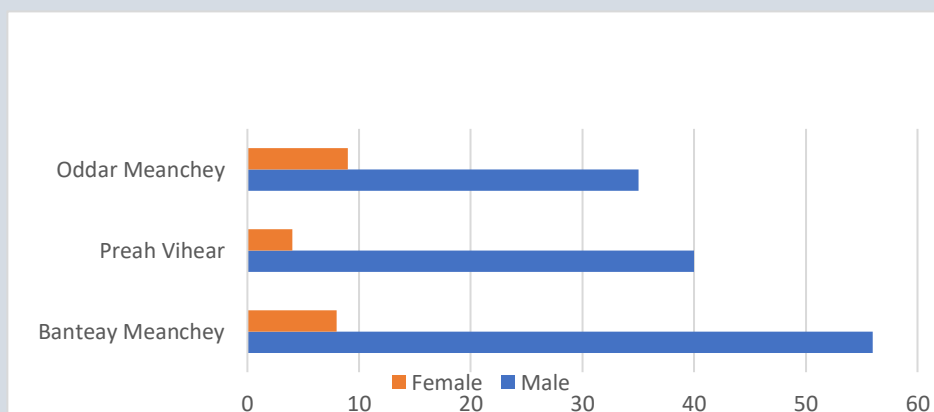
## 7.1 PROVINCIAL LEVEL WORKSHOP

Deputy provincial governors, provincial administration, Department of Education, Youth and Sport, Department of Labor and Vocational Training, deputy governors and governors of district, commune chiefs and commune councils were among those who participated in provincial level workshop.

The primary goals of conducting these provincial workshops were to disseminate and convey information regarding the project's work plan, with a particular emphasis on local authorities, in order for them to have a clear understanding of the project's outcomes. Nonetheless, following the presentation of the concept, we assisted local authorities in determining which targeted communes and Sangkats they wanted to implement the project in through a vote conducted in accordance with the method.

This collaboration allowed us to keep the public informed about our project activities, discuss the work plan for project implementation, disseminate information to relevant stakeholders, and collaborate in making the project more beneficial for labor sectors and the job market in Cambodia to local people, with the goal of increasing comprehensive information and lowering the rate of illegal migration.

**FIGURE 4: Participants, gender by province attended the event**



The provincial level workshop serves as a kick-off event, allowing officials to gain an understanding of the project's operations before presenting them to the public. In each province, a deputy governor presided over the workshop; in Banteay Meachey, **H.E. Ly Sary** presided, in Oddar Meachey, **H.E. Houn Vanith** presided, and in Preah Vihear, **H.E. Kou Sombunseurt** presided. Representatives from the Department of Education, Youth, and Sport, representatives from the provincial department of labor and vocational training, representatives from the GIZ's

Regional Economic Development IV (RED IV), and staff from the Cambodia Team for Education Program Organization were also present at the workshop (CTEP).

The event took place from 8:00 a.m. to 12:00 a.m. The ceremony was opened by the deputy governors of each province, followed by a presentation by representatives from the GIZ's Regional Economic Development IV (RED IV) division, who discussed project implementation, the promotion of employment agency services, and the provision of detailed information to local authorities. After then, CTEP gave a presentation on what the organization has been up to and identified the communes that will be involved in the project's implementation.

As a result, 23 communes have been identified as potential target communes for the project's implementation across those three provinces.

**TABLE 3: 12 target communes in project area**

N <sup>0</sup>	Commune	District	Province
1	Banteay Chhmar	Thma Pouk	Banteay Meanchey
2	Banteay Chhmar	Thma Pouk	Banteay Meanchey
3	Rolous	Svay Chek	Banteay Meanchey
4	Sarongk	Svay Chek	Banteay Meanchey
5	Tuek chhour	Preah Netr Preah	Banteay Meanchey
6	Chhnour Meanchey	Preah Netr Preah	Banteay Meanchey
7	Namtau	Phnum Srok	Banteay Meanchey
8	Srah Chik	Phnum Srok	Banteay Meanchey
9	Koy Maeng	Mongkol Borey	Banteay Meanchey
10	Rohat Teuk	Mongkol Borey	Banteay Meanchey
11	Changha	Ou Chrov	Banteay Meanchey
12	Koub	Ou Chrov	Banteay Meanchey
13	Sangkat Samroang	Samraong	Oddar Meanchey
14	Trapaeng Brey	Anlong Veang	Oddar Meanchey
15	Ou Svay	Trapeang Prasat	Oddar Meanchey
16	Chong Kal	Chong Kal	Oddar Meanchey
17	Koak Mon	Banteay Ampil	Oddar Meanchey
18	Tor Sou	Chey Saen	Preah Vihear
19	Chhaeb Mouy	Chhaeb	Preah Vihear
20	Chormreoun	Sangkom Thmei	Preah Vihear
21	Rong Reung	Rovieng	Preah Vihear
22	Romniy		Preah Vihear
23	Pou	Tbaeng Mean chey	Preah Vihear



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



*PHOTO2: Participants of provincial level workshop at Preah Vihear Province*

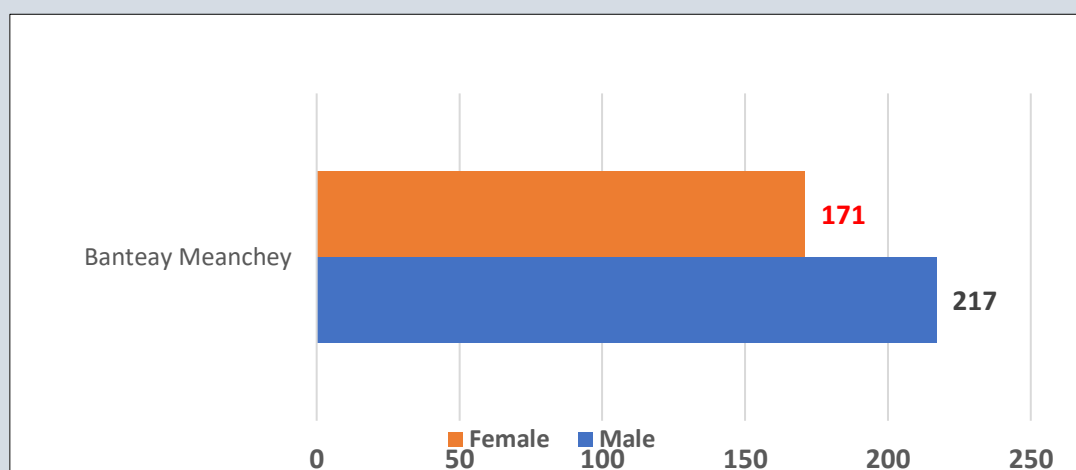


*PHOTO3: Participants of provincial level workshop at Banteay Meanchey Province*

## 7.2 EMPLOYMENT FORUM

The Employment forum's primary objective is to provide job information to job seekers and relevant parties, to facilitate job matching between job seekers and employers, to connect villagers, job seekers, local authorities, and employers in order to facilitate close cooperation and transparency, to inform job seekers and relevant parties about the abundance of domestic jobs in Cambodia, and to inform villagers about TVET.

**FIGURE 5: Participants, Sex in Employment Forum by province.**



In Banteay Meanchey province, nine events were hosted in nine communes among 12 target communes across five districts. To begin, our first job forum was held in February 2021 in the Mongkul Borey communes of Rohart Teuk and Thma Pouk, Kokathen commune. Since then, due to the COVID-19 outbreak and the restriction procedure of the Cambodia government and Ministry of Health of Cambodia all our event include employment forum are forced to postpone all activities until the situation is better in October 2021, we are able to request permission letter issue by Banteay Meanchey provincial administration to allow us to continue conducting the event.

The events were held in Banteay Neang commune and Ta Lam commune in Mongkul Borey district, respectively. Events continued the two-day event in Phnom Srok District, which includes Ponley commune and Spean Sraeng commune, which is an area with a high concentration of farmers in Banteay Meanchey, on December 18 and 19, 2021. On the 28th and 30th of December, two more forums were held in Teuk Chor Commune and Chhnou Meanchey commune. And the last one on 31st December we conducted the forum in Thma Puok district, Banteay Chhmar Commune.

Approximately two weeks before the start of events, initial meetings with local authorities, including commune leaders, commune and Sangkat councilors, and village chiefs, were arranged to schedule to organize the events in the communes. Additionally, the meeting with local officials, which was previously mentioned, was crucial and served as one of the key reasons for the event's successful completion. For example, we rely on local governments' support in connecting us with citizens and job seekers. So, it was the perfect time to divide the work flow and responsibilities of local governments. Once the sites and dates were finalized, we began contacting and coordinating with industries and businesses who were in need of workers in order to participate and promote job opportunities to the local population.

**TABLE 4: Participants, gender by communes in districts of Banteay Meanchey Provinces**

Commune	District	Province	Female	Total
Rohat Tuek	TKP	BMC	16	37
Kokathen	TKP	BMC	27	58
Banteay Chhmar	MKR	BMC	8	34
Talom	MKR	BMC	16	37
Chhnou Meanchey	SVH	BMC	32	51
Teuk Chor	CMC	BMC	10	42
Banteay Neang	MKR	BMC	14	62
Ponley	PNS	BMC	6	12
Spean Sraeng	PNS	BMC	42	55
<b>Total (sum)</b>			<b>171</b>	<b>388</b>



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

### 7.3 LOW SKILL PRE-EMPLOYMENT TRAINING

Low-skilled Pre-employment training courses allowed trainees to gain knowledge about occupational health and safety, personal financial management, required skills for the working environment, important tips for beginners, simple money-saving tips, soft skills, workplace culture, legal and safe migration, and so on.

The training's goal to accomplish the following:

- To increase the capacity of participants (low skilled, unskilled job seekers) in Job Readiness for their future professional growth. To improve their awareness of legal immigration, the consequences of illegal immigration, and the importance of multiculturalism.

- To provide low skilled, unskilled job seekers with employment knowledge and career tools so that they are well equipped for making decisions about and planning their future careers.
- To share the low skilled, unskilled job seekers how to save their money for a more prosperous future.

The topics of the training were as follows:

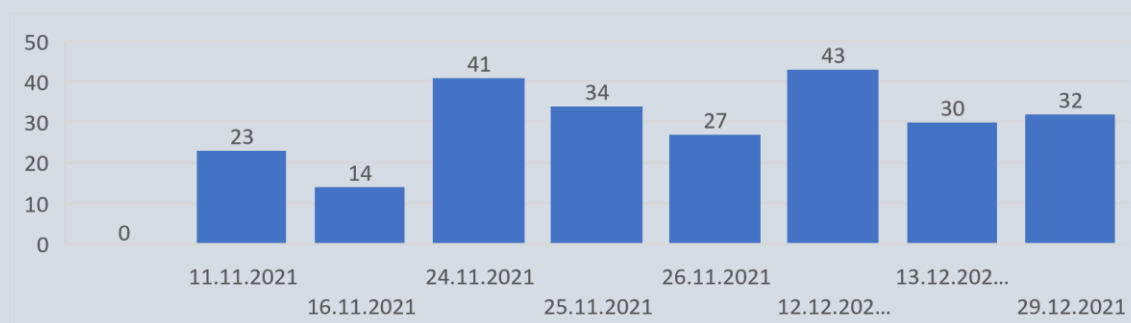
- Jobs ready for pre-low skills employment
- Legal immigration information
- Saving Moneys and budget management
- The job information

The practices of low skill pre-employment training were comparable to those of an employment forum. The sole distinction is the target group and the quantity of participants. To begin, CTEP officers met with local authorities to ascertain the precise date and quantity of participants. As a result, following the meeting with local authorities, CTEP officers must have another meeting with trainer to properly lead and divide the work plan for each commune's event. Trainer played an important role in arranging events throughout this low-skill pre-employment training. We had invited roughly 30-50 persons, who are young people and job searchers, based on the determination.

Following the completion of two offline events on January 31, 2021, in Kuymaeng commune of Mongkul Borey district and Roluos of Svay Chey district, it was decided to conduct the course via online training (Google Meet Network), excluding training that had previously been conducted in person in Banteay Meanchey province. This decision was made due to government restrictions throughout the country.

Based on the training topic, CTEP hired a professional trainer who has experience in this employment sector for several years to facilitate the training to get more benefits to trainees for both offline and virtual training. The training was conducted 10 times, 314 people which 185 people were female equal 58%. We intended to hold 30 training virtual training in order to attain the above-mentioned objective of 1400 persons, however the actual number of participants was 244, which equaled 17 percent of the target.

**FIGURE 6: Participants, date row in Virtual training low skill pre-employment training**





*PHOTO 5: Participants of low skill pre-employment training in Koymaeng*

#### 7.4 CAREER GUIDANCE

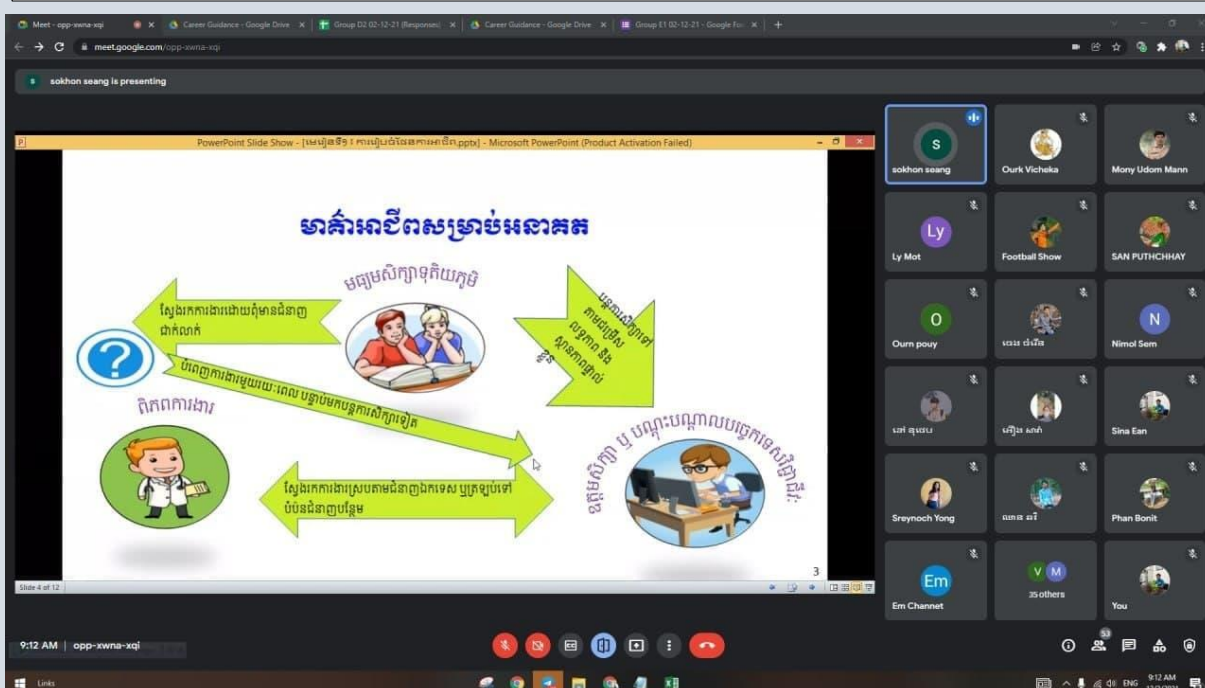
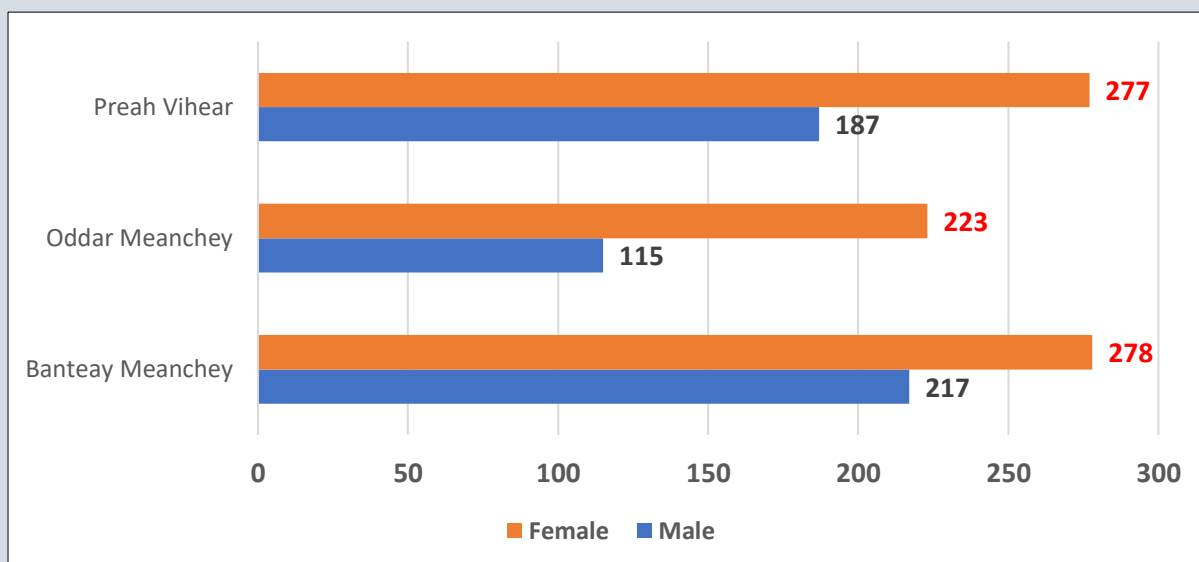
Student career guidance has several goals, the most important of which are to provide students with necessary information about further education and career opportunities, increase students' awareness of their interests and abilities in relation to further education and job opportunities, introduce students to the world of work and cultivate positive attitudes toward work, and diversify education information at universities and TVET.

Starting with the submission of an authorized letter to the Department of Education, Youth, and Sport of each province to get authority to provide career counseling training for high school students in their respective schools, the career guidance process got under way. When CTEP was given permission to conduct events, its officials spoke with each school's principal in order to engage and assist students' attendance at the events, which were limited to secondary school and high school students who had been selected to participate.

After finishing the training participants can:

- Set goals for future study and work
- Understanding the Skills or Majors with other Training institutions in Cambodia.
- Choose study skills or majors in accordance with preferences, personality, values, personal circumstances and the currently needs of the labor market.
- Understanding the scholarship program of others training institutions in Cambodia.
- Understanding job search technique and maintaining job

**FIGURE 7: Participants, Sex in career guidance by province.**



*PHOTO 7: Participants of career guidance virtual training*

In Banteay Meanchey, the training conduct the career guidance for secondary and high school students in 11 secondary and high school of 2 districts in BMC which are 4 virtual training in Poipet city, and 5 trainings are located in Mongkol Borey district as the implemented target programs. As the result, there were 495 students (278 females) equal to 56 percent engaged in the events.

In Oddar Meanchey, by working with the provincial education department CTEP requested to implement our career guidance training in Sangkat Samroang, Chong Kal, Banteay Ompel, Anlong Veng district to conduct the career guidance for 8 secondary and high schools. This event was held with 338 students (223 females) equal to 67.6 % attended the event.

For Preah Vihear, we had conducted 11 career guidance trainings for secondary and high school students which target secondary and high school different 7 districts across Preah Vihear territory. Those districts are Chey Saen, Chhaeb, Choam Khsant, Kuleaen, Rovieng, Sangkom Thmei, Tbaeng Meanchey, Preah Vihear Municipality. This event was held with 464 students (277 females) equal to 59.6 % attended the training.

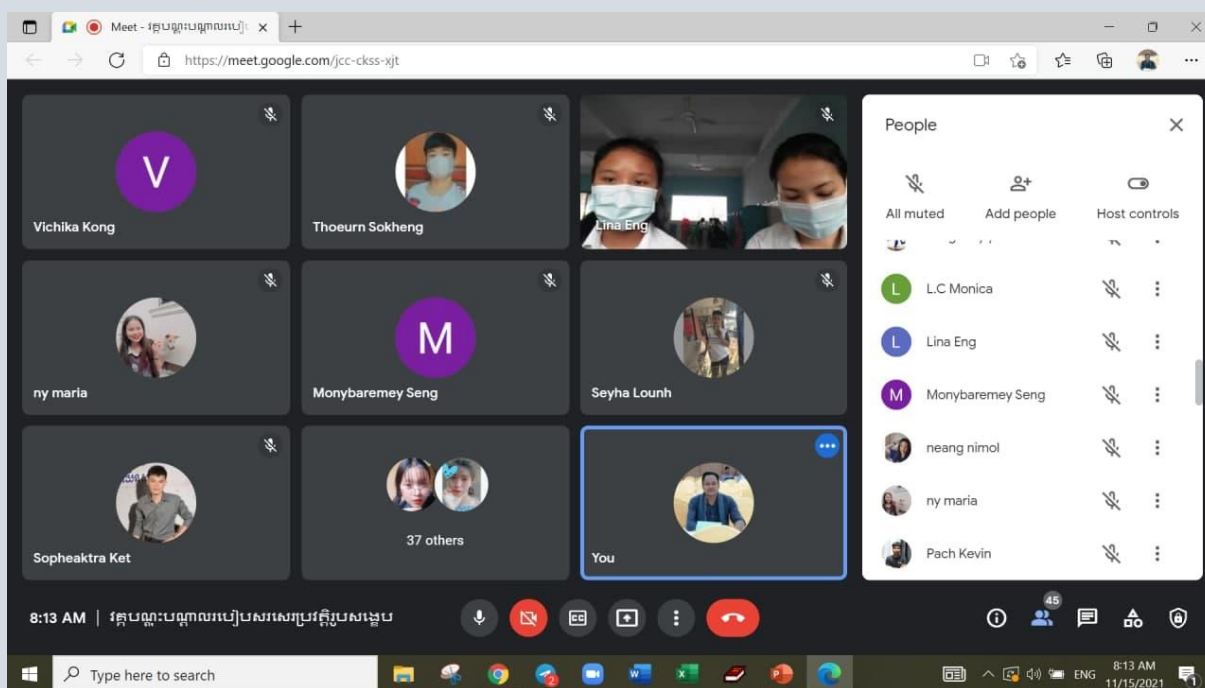
## 7.5 CAREER FAIR TRAINING

Youth and employment have been a recurring issue of discussion among labor economists and policymakers for some time. Existing research has looked at the significance of young employment in the growth of a country; yet the topic continues to be a source of worry for most emerging countries. Because of their low level of education and unfavorable working conditions, the majority of Cambodian youth are faced with limited employment opportunities; as a result, they are more likely to be forced into low wage employment or to migrate to work as unskilled or low-skilled labor in neighboring countries. The growth of the country would be impossible if a large proportion of youthful labor was locked in low-wage, unskilled occupations. This program seeks to improve and equip the capability of youth who have graduated from high school, university students, and other vocational training institutes in three target provinces on how to prepare themselves for a better career once they graduate. These include CV and cover letter preparation, Job Interview preparation, Practical Interview Questions, and other related services and activities. Additionally, this training includes soft skills to all of the participants in order to help them feel more secure and trust themselves rather than relying on others or outside forces to achieve their goals. Furthermore, to assist people in defining goals, identifying their own skills and weaknesses, as well as opportunities, and transforming their thinking.

Additionally, we coached small and medium-sized business owners and intrapreneurs on the recruiting and selection process in order to understand their practical experience in the past and strengthen their weak spots in preparation for the next implementation.

The objectives of the training were as follows:

- ✓ To build capacity of participants on CV and Cover Letter preparation, whenever they wish to apply for a job.
- ✓ To enhance the understanding of participants through training sessions and discussions on the Job Interview Preparation, and Questions to be asked during the Interview.
- ✓ To understand the real practice of small and medium enterprise owners and managers on the recruitment and selection process and to improve their weakness points.



*PHOTO 8: Students participate in Career Fair virtual training*

The training participants included recently high school students who just graduated, technical and vocational education training center students and small – medium enterprise owners and managers.

Total number of participants was 259, including 166 females attended the training. Among 259 of total participants, there were 8 business owners (all males).

## 9.PROJECT POTENTIAL IMPACT

**Authorities:** Local authorities, such as commune heads, commune councilors, and village chiefs, are the primary players who are intimately familiar with and understand their own communities. As a result, it is critical for local governments to recognize and respond to the demands of their constituents. During the course of the project's implementation, we observed that local authorities have done their best to promote job opportunities to people, despite the fact that they have limited sources of job opportunities, such as the limited information they receive from companies, enterprises, and other workplaces. Because of this, when it results in a deadlock, individuals are left with little choice except to relocate to a different country. Following the completion of the project's operations, local governments have engaged and partnered with a variety of businesses and organizations in order to provide their citizens with more accurate information than they had previously. In this instance, job possibilities have grown, resulting in a more favorable shift in the number of people looking for work.

Additionally, local authorities in each targeted area of project implementation, particularly important partners such as commune chiefs, village chiefs and communal councilors, had been actively engaged in the project's implementation, which has resulted in a favorable indication in the region. In this regard, we have worked in collaboration with local authorities in the course of

community development. Furthermore, the employment sector for residents is a high-priority area in which they are familiar with the work options and general requirements of each local community. This initiative is giving authorities with additional information to help them promote local employment while also reducing dangerous and unsafe migration.

Furthermore, the receiving and transmitting of information from the provincial authorities of each province to local authorities resulted in the local authorities, particularly those at the commune and district levels, having complete autonomy to decide and implement in accordance with the project's vision and expected results, as opposed to the provincial authorities.

**Local people:** In the targeted areas, farmers constitute the vast majority of the population, with the remainder having fled to other countries such as Thailand and the Philippines. They made the decision to relocate for a variety of reasons. Behind example, one of the primary causes for this is that job seekers do not receive sufficient information about available positions. Not because they don't want to work in their hometown, but because they couldn't find a place to work in or at, as well as the benefits of working overseas, which were commonly noted by those who spoke up.

Number of events that were held at the local level on three major projects, we discovered that we conducted a total of 60 offline and virtual online training and events at the local and provincial levels, with a total of 2410 attendees participating in the events. Their participation has helped to improve the skills and elements of the project that allow it to be more inclusive of all types of individuals. Not to mention the fact that the material has been disseminated continually by the general public and relevant agencies. Geographically, we can see that local individual, particularly those who have reached the age of full authority, have traveled to non-homeland countries in order to hunt for work insecurely and riskily, and to deal with the consequences of family separation. Due to the fact that this project has been promoting knowledge to the local people, those who have participated in our events workshop have gained a better understanding of the needs in Cambodia. They have also gained valuable insights into the various employment sectors that exist today in the context of our Fourth Industrial Revolution and a free-market economy. However, despite the fact that the rate of migration continues to be high, at the very least their parents and guardians have passed on the knowledge to their children who want to return to their native country and work.

**Student:** Throughout the evaluation of both the Career Fair and the career assistance services. Participate participant in each training assessment had something in common, as well as comments on how they did it. They have grasped the lesson's significance. The overall satisfaction with the training program. Achieved the category of the assessment covered, such as trainer sharing competency, spoken language and communication, time management, teaching materials, facilitation skill, participating student Comment and feedback favorably on the information and knowledge retention Obtainable throughout the training session. For example, personal growth such as soft-skills and goal setting, a career path plan, and the choice of a subject or a skilled option following high school graduation are all examples of personal development.

**Private Companies, Enterprises and Employers:** In comparison to the other two provinces, Banteay Meanchey (BMC) need a greater number of laborers in the three selected provinces

within the project. The reason why BMC has the highest percentage of participation in the labor force among those three provinces is because BMC is one of the provinces in Cambodia that concentrates on the industrial and commercial sectors. OMC and PVH, on the other hand, are less in demand in terms of manpower owing to their geographic location.

Within this initiative, those private firms, enterprises, and employers had agreed to work together to advance the requirements of the employer, and they had chosen the employees both directly and indirectly via other institutions. Furthermore, this initiative provided chances for associated businesses and enterprises, both locally and internationally, to participate in order to market, create employment, and choose people for themselves. Companies may fill their work force more efficiently and effectively as a result of these operations, and they can also collect more knowledge at the same time. Furthermore, this initiative gave opportunities for firms and enterprise employees to talk and inquire about the issues that job seekers are experiencing in the process of job hunting. Both employers and job seekers were given the opportunity to better understand and interact with one another in the labor market. Local people, for example, may talk and inquire about work prospects, while corporations have sufficient availability and time to educate people on labor regulations, the advantages of the positions, the values of the occupations, and other relevant topics. As a consequence, we can observe that the initiative is successful since the firms achieved favorable outcomes.

We worked together with the NEA and TVET school on this project to develop the plan and linked communication with public schools, and private companies the program for the event activities, and the logistics for holding the meeting in advance. Therefore, they assisted us in developing the process and techniques necessary to properly execute the project. Nonetheless, we organized the forum between local authorities and the NEA and TVET school in order to improve future communication between the two parties, as well as to provide local authorities with opportunities to have a comprehensive understanding of the project's vision and objectives. As a result of this initiative, NEA will be able to provide better service and support for their work in the future, such as making our local authorities more aware of the NEA's work so that if anybody applies for a position in the future, they may contact NEA or provincial job center directly. On the other hand, this project contributes to the government's employment promotion policy, which has the effect of reducing the number of migrations. In what CTEP attempted to engage and match job seekers and employers in order to sustain and improve the issues of unemployment in Cambodia.

## **9. PROJECT REFLECTION**

### **9.1 PROVINCIAL LEVEL WORKSHOP**

After completing phase I of the project execution, we may organize the provincial workshop to present all of the findings and announce the continuation of phase II, which will include the selection of a target commune district at the workshop. CTEP demonstrates the tangible results of each program and training in the field of job promotion. Our difficulty during implementation will be how to engage with the authorities and the local job seeker, which will be vital in determining the success of the project in the chosen communes.

It contributed to improving the efficiency of project execution by selecting targeted communes in each province, as well as promoting the project's goals and objectives. In order to ensure the most effective and active participation, representatives from all of the local areas in each province were invited to participate. These included representatives from the provincial governor, district governor, provincial, district, and commune administrations, commune chiefs, and commune councils. As a result, although we selected some communes from those three provinces to be the targeted communes for the project's implementation, other communes that were not selected were able to receive our information about the project's objectives and insights that they can then share with the rest of the local population.

## **9.2 EMPLOYMENT FORUM**

Through the 9 Employment Forums, local residents gained employment chances with our stakeholder firms and enterprises who participated and gave work prospects throughout the meetings. Additionally, during the employment forum activity, CTEP shared information on technical and vocational training skills and the subjects that are accessible and feasible for participants in the target area, as well as emphasizing the need of acquiring vocational training skills. In general, we are not only providing employment opportunities or recruiting positions to the participants, but also promoting short and long-term technical and vocational skill learning, as we observed that the majority of participants are only interested in the recruiting position or the opportunity to work outside the country.

The distinction between those communes is that each event has a restricted number of participants owing to time and location constraints. Not dissimilar to low-skill pre-employment training activities, certain locations drew a large crowd while others were deserted. Notably, our local governments' participation and cooperation in facilitating and collecting people were quite active, and they did so to the best of their abilities.

## **9.3 LOW SKILL PRE-EMPLOYMENT TRAINING**

With the use of virtual training, we were able to execute 10 low skill pre-employment training events, two of which began at the exact at the community and eight of which were conducted at a different location of participants. By involving local residents who live in the implementation areas, we can anticipate that they will gain new knowledge about how to prepare for things such as entering the job market, managing their finances, understanding the consequences of migration, discovering job opportunities, and determining their personal life goals. The participants who were primarily our target people for this training had been received since we began training in the two communes offline, and as we went to a meeting with the commune chief, they transferred accurate information to the chief of the villagers in order to recruit participants for the low skilled pre-employment training. The disconnection and difficulties in communicating with the target participants for the virtual training, on the other hand, have been discovered.

The transmission of momentum from one commune to another, with each commune differing from the others in terms of time and location. Because the majority of the activities were held online, the majority of the participants were young people from various of locations, including diverse provinces. It was our intention to have a certain number of participants in each training session; however, there were approximately 20-40 people who participated in that low skill pre-employment training session due to the fact that we promoted online, announced to our NGOs network, particularly the vocational non-profit organization. To summarize, low skill pre-employment training is extremely important in assisting local job seekers in better prepare themselves for participation in the Cambodian labor market.

#### **9.4 CAREER GUIDANCE**

With the career guidance training provided at the secondary and high school levels, the target training plan had been completely fulfilled. A total of 1,297 students, including 778 females, took part in the training throughout the three provinces, accounting for 86.46 percent of the plan's total enrollment. These young students were really courageous in their questioning and listening in order to obtain new knowledge in order to complete and establish their life's goals career, regardless of whether they were taking virtual training. Furthermore, despite the fact that we conducted 30 events at secondary and high schools throughout the target province, the participants exceeded our expectations because they were so enthusiastically involved, while the school administration demonstrated their willingness to work with us to improve the process of facilitating the training.

#### **9.5 CAREER FAIR TRAINING**

There are eight students participated in the program out of the total of 126 Polytechnic Institute students whose names consultant trainer obtained from school. And there are the 45 participants from Don Bosco school were sent to attend the career fair training by working with school administrator great collaboration holds a high of responsibility.

The training received a list of 951 pupils from two provinces (Oddar Meanchey and Preah Vihear) for grade 12 students. The consultant trainer worked with team to communicate individually with each student through phone call to notify the student about the training and schedule that program had set up for them.

As a consequence of direct communication, only 267 students, or 28 percent of the total number of grade 12 students from two provinces, confirmed their participation in the program. Obviously, only 168 students out of a total of 267 who verified their attendance had attended the program as confirmed on the training day. It means that 99 pupils who said yes did not participate as scheduled.

Despite the fact that it is an online course, students that attended the program reported a strong interest in the training contents. Hoeurt Net, a student from Preah Vihear province, stated, "This

is the most significant training for student, it is the guide that will help us in finding employment and advance equipped for job chance."

In the class training that provided to Cambodian Education and Development Organization university scholarship students, the majority of them demonstrated a genuine interest in the training, as the university students looking for work and earning both work experience and benefits to support their basic needs.

As a result, following the training, the trainee contacted consultant trainer to assist them with writing a CV, cover letter, and applying for a job. So far, five students have landed jobs with competitive pay. Two students work as English teachers in private schools, while three work as private company employees.

## 10. CHALLENGE AND SOLUTION

The participants who joined the events were not the right target. Throughout the experiences for the job forum in Banteay Meanchey that majority of the participant who came to attend the event is mature individuals or over age of the request age to the local authority. The commune authority also reported how the villager head tried to distribute the information before the event host. Following this circumstance of age target participants, the plan should leave the job opportunity brochure and poster with the local authorities to maintain spreading to the youth or young active job seekers in the event venue region.

Covid-19 pandemic has suspended and interrupted all project's activities. At the beginning, the meeting and gathering was restricted and followed the Ministry of Health's standard of procedure. Later the situation got worse, then country was locked down which led the project extension from March 2020 until October 2021 period of timeframe. With the Covid-19 spreading period and restriction, the project was postponed all the activities and maintain relationship with authorities. This issue led to the discussion among the GIZ technical advisor and CTEP team to practically adopted the activities into conduct the virtual training. Afterward the meeting with all of the professional trainers to adjust the lesson in virtual training sharing. From the November, three of the training projects are low skilled pre-employment, career fair and career guidance were converted to conduct virtually until end of December 2021.

Our target areas are located in distant areas, which results in an unstable internet connection. Throughout the training, the three expert trainers encountered difficulties communicating and interacting with one another. Additionally, the connection via mobile data or hotspot is insecure and some devices are disconnected. According to post-training feedback, some connections from the participant rural area make it even more difficult to listen to the trainer's speech. As the solution has been discussed with the implementation team, the trainer should instruct students or participants prior to beginning the training on how to connect or stay on track with the lesson by conducting a checkup or requiring students or participants to answer yes or no questions to ensure all participants' attention and connection are able to hear the trainer audio.

It was difficult to collect and get participants to join the virtual training even though announced and shared the information to our relevant partners. Including expert trainers and project implementor are using social media marketing to announce and call for participant. As the result, there aren't many participants apply through online form application for the three trainings. TVET institutes have been reached to provide the trainee list. PIBMC provided us a list with a hundred names of students, but the phone numbers didn't work, some of the students didn't want to join the training, students answer that they already quit the school. For contact with Preah Vihear TVET Center provided 7 participants to join the career fair training. Beside this, Oddar Meanchey TVET Center did not have any respond for the contact message. As the solution, trainers and implementor extended the communication with partner employment NGOs such as KNK Cambodia, and Enfants du Mékong organization helping to support for low skill pre-employment. And for the career fair and career guidance most of the participants had received from the provincial education department which provided full training plan to do 30 times guidance trainings.

## **11. LESSON LEARNED**

For the employment promotion, which was handled offline was key experience for CTEP in charge of the entire program. Consequently, a tremendous amount has been gained from previous experience in supporting hosting the event especially when dealing with local community commune authorities. In the employment sector, network connections in areas such as the private sector, employment NGO partners, technical and vocational training schools, and the National Employment Agency are becoming increasingly important partner. As part of the strategic plan to achieve effective promotion during phase I, but because of the year 2021 has been labeled as a global crisis as a result of the COVID-19, RED IV employment promotion have shifted our activity to virtual training and converted the low skill pre-employment training, career guidance, and career fair into a virtual training program. To deliver the employment competency, the collaboration with each professional trainer to adapt the lesson and adaptive into virtual training by utilizing Google Meet and Zoom Meeting as a software tool to connect the target participant, implementer, and trainer in order to deliver the employment competency or vital information. During the implementation, the valuable knowledge regarding effective long-distance project facilitation because of this lesson learn, while participants were required to remain at home or quarantined.

Since the communication with local authority of project target area for the implementation of phase II. The training has shown us that communication with the authorities differs by location and that there is a lot of leeway's flexibility. It depends on the relationship between the authority and the villager; if the commune has a good relationship with their people, authority will have influence and be able to invite a large number of participants which this experience at the offline employment forum in Banteay Meanchey.

Cambodia's garment sector employs roughly 600,000 people, with women accounting for up to 85 percent of all workers, according to official figures. The great majority of workers have shifted from rural areas to urban areas in order to take up opportunities in the workplace. The ability to obtain a job in the garment industry may open the door to further economic advancement. The large amount of female labor required in the garment, textile, and electrotonic manufacturing industries is still in high demand today. As a result, there is a need for a gender imbalance in the match need recruit position between men and women. In terms of strategy, implementor attempting to reach out to private sector companies that are in need of competent male workers for their organization or institution. This point has taught about communicate with all participants the special skill set required from those private company comments, as well as to spread and underline the need of having certain skills for male workers in order to obtain employment in comparison to female workers.

## 12. SUCCESS STORIES

### Job placements

During the training course of the project's implementation, each commune and its residents were provided with information and opportunities for employment. A total of 9 participants were hired to work at institutions, businesses, and other enterprises as a result of career fair trainer data collected after the students had completed the CV, cover letter, and self-preparation for interview classes. Two participants passed at the Dental Clinic, one participant passed at the transportation company, one participant passed at the hospitality company, three participants passed at the private education school, and two participants passed at the insurance business. These accomplishments could not have been predicted, and the career fair trainer's suggestions were beneficial to the participants.

## 13. FINANCIAL REPORT

**TABLE 5: Total expenses in the project by GIZ fund.**

	1st Expenditure	2nd Expenditure	3rd Expenditure	4th Expenditure	5th Expenditure	Total Expenditure
<b>Contribution (GIZ)</b>	<b>8,512.00</b>	<b>4,763.41</b>	<b>2,217.25</b>	<b>786.40</b>	<b>25,793.00</b>	<b>42,072.06</b>
Project Manager	990.46	990.00	928.10	330.40	-	<b>3,238.96</b>
Project Assistant	723.87	791.06	752.93	273.60	-	<b>2,541.46</b>
Finance and Administrator	547.08	574.28	536.22	182.40	-	<b>1,839.98</b>
External Experts	-	400.00	-	-	9,400.00	<b>9,800.00</b>
Travel Costs for Staff	548.00	1,069.70	-	-	1,252.60	<b>2,870.30</b>
Travel Costs for participants	385.63	293.75	-	-	-	<b>679.38</b>
Snack for participants	56.25	161.95	-	-	219.01	<b>437.21</b>
Lunch for participants	325.00	315.50	-	-	-	<b>640.50</b>
Training material	122.50	47.17	-	-	1,638.69	<b>173.36</b>

Rental Loudspeaker	-	22.50	-	-	-	<b>22.50</b>
Venue rental	120.00	97.50	-	-	87.30	<b>304.80</b>
Other cost	-	-	-	-	-	-
<b>Total budget expense</b>	<b>3,884.79</b>	<b>4,763.41</b>	<b>2,217.25</b>	<b>786.40</b>	<b>12,597.60</b>	<b>24,249.45</b>
<b>Excess (deficit) for project</b>	<b>4,627.21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13,195.40</b>	<b>17,822.61</b>

	1st Expenditure	2nd Expenditure	3rd Expenditure	4th Expenditure	5th Expenditure	Total Expenditure
<b>Contribution (GIZ)</b>	<b>8,512.00</b>	<b>4,763.41</b>	<b>2,217.25</b>	<b>786.40</b>	<b>25,793.00</b>	<b>42,072.06</b>
Project Manager	990.46	990.00	928.10	330.40	-	<b>3,238.96</b>
Project Assistant	723.87	791.06	752.93	273.60	-	<b>2,541.46</b>
Finance and Administrator	547.08	574.28	536.22	182.40	-	<b>1,839.98</b>
External Experts	-	400.00	-	-	9,400.00	<b>9,800.00</b>
Travel Costs for Staff	548.00	1,069.70	-	-	1,252.60	<b>2,870.30</b>
Travel Costs for participants	385.63	293.75	-	-	-	<b>679.38</b>
Snack for participants	56.25	161.95	-	-	219.01	<b>437.21</b>
Lunch for participants	325.00	315.50	-	-	-	<b>640.50</b>
Training material	122.50	47.17	-	-	1,638.69	<b>173.36</b>
Rental Loudspeaker	-	22.50	-	-	-	<b>22.50</b>
Venue rental	120.00	97.50	-	-	87.30	<b>304.80</b>
Other cost	-	-	-	-	-	-
<b>Total budget expense</b>	<b>3,884.79</b>	<b>4,763.41</b>	<b>2,217.25</b>	<b>786.40</b>	<b>12,597.60</b>	<b>24,249.45</b>
<b>Excess (deficit) for project</b>	<b>4,627.21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13,195.40</b>	<b>17,822.61</b>

**CONTRIBUTION:** We received the fund from GIZ to support and implement the project in three 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:** Hire three professional freelance trainers for facilitate in low skill pre-employment training, career guidance and career fair 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 three provincial target areas.

**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 provide transportation cost for participants in low skill pre-employment training.

**SNACK FOR PARTICIPANTS:** Provided refreshments to participants who joined in workshop at provincial level 3 times, employment forum 9 times, low skill pre-employment 2.

**LUNCH FOR PARTICIPANTS:** Provided lunch for participants in workshop at provincial level 3 times and low skill pre-employment training 2 times.

**TRAINING MATERIAL:** Top up cards for students to use the internet in career guidance 30 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 to electricity in commune when event conducted.

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

	1st Expenditure	2nd Expenditure	3rd Expenditure	4th Expenditure	5th Expenditure	Total Expenditure
<b>Contribution (CTEP)</b>	<b>3,270.00</b>	<b>3,270.00</b>	<b>3,630.00</b>	<b>1,090.00</b>	<b>14.45</b>	<b>11,274.45</b>
Project Manager	1,485.68	1,485.00	1,351.35	495.60	-	<b>4,817.63</b>
Project Assistant	482.58	527.38	494.03	182.40	-	<b>1,686.39</b>
Finance and Administration	820.62	861.43	787.35	273.60	-	<b>2,743.00</b>
Stationaries for office use	-	1.88	-	-	6.70	<b>8.58</b>
Stationaries and handout for all events	-	1.59	-	-	-	<b>1.59</b>
Other expense	15.00	26.25	-	-	7.75	<b>49.00</b>
<b>Total budget expense</b>	<b>2,803.88</b>	<b>2,903.53</b>	<b>2,632.73</b>	<b>951.60</b>	<b>14.45</b>	<b>9,306.18</b>
<b>Excess (deficit) for project</b>	<b>466.12</b>	<b>366.47</b>	<b>997.27</b>	<b>138.40</b>	<b>0</b>	<b>1,968.27</b>

**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 passed job seekers**

No	Name	Gender	Type of job	Company Name	Contact
1	Mao Pheaktra	F	Customer Service	Chea Leang Dental Clinic	098 873 364
2	Nin Vattany	F	Sale Executive	P Express	097 706 5475
3	Chet Sreymet	F	Sale Executive	Smart Life Care	096 469 5973
4	Ly Tongchhor	M	IT	Chea Leang Dental Clinic	095 426 908
5	Un Tha	F	Account Officer	Amatak Boutique	077 850 057
6	Chuon Sreyphen	F	English teacher	Smart Bright	096 263 8626
7	Chamroeun Lis	F	Sale Executive	Smart Life Care	097 916 5829
8	Keuk Sithorn	F	English teacher	BC School	097 266 1251
9	Sri Phally	M	English teacher	BC School	071 3488 829

**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
3	Soon-west (Cambodia) Co., Ltd	023 968 011	National road 4, Sangkat Pleung Chhes Rotes, Khan Posenchey, Phnom Penh	Automotive Manufacturer
5	Chhuon Sophan Enterprise	017 414 120	Banteay Neang commune, Mongkul Borei district, Banteay Meanchey province	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 Banteay Meanchey Province	095 93 44 47	Keab village, Teuk Thla commune, Sereisophorn town, Banteay Meanchey province	TVET

## 15. CONCLUSION

To the conclusion of the project starting from October 2020 until December 2021 which were hosts totally 60 events such as provincial reflection workshop, employment forum, low skilled pre-employment training, career fair training and career guidance training. Which were in total of 2410 participant and 1327 females. This result of the training includes both offline training in Banteay Meanchey and virtual training mostly from Preah Vihear, Oddar Meanchey, Siem reap, Pailin, Battambang...etc. The timeframe of the project was extended due to the social

crisis of COVID-19 which led the program to postpone until the end of the 2021. No matter of fact, Without the flexibility, good partnership, fruitful collaboration to support this project of all the stakeholders to have this achievement.

## 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:

-Koymaeng Commune, Mongkol Borey district, BMC [\[Click here\]](#)

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

-Virtual training low skilled pre-employment training [\[Click here\]](#)

### 3. Employment Forum participant's attachments list:

- Rohart Tuek commune, Mongkol Borey district, BMC [\[Click here\]](#)

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

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

- Talam Commune, Mongkol Borey District, BMC [\[Click here\]](#)

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

- Ponley commune, Phnom srok District, BMC [\[Click here\]](#)

- Spean Sraeng commune, Phnom srok District, BMC [\[Click here\]](#)

- Teuk Chor Commune, Chhnou Meanchey District, BMC [\[Click here\]](#)

- Chhnoul Meanchey Commune, Chhnou Meanchey District, BMC [\[Click here\]](#)

### 4. Career Guidance participant's attachments list:

- Virtual training career guidance participation lists, [\[Click here\]](#)

***PEOPLE IN CHARGE IN PROJECT***

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