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# Welcome

SKILLS FOR INDUSTRY - STAKEHOLDER MEETING

Prof. Dr. Markus Maurer, Zurich University of Teacher Education (Switzerland)

Phnom Penh, Cambodia, 29<sup>th</sup> September 2022

# Agenda



**To be inserted once finalized**

# The Skills for Industry Project :

## Insights from global and Cambodian data

### **Markus Maurer**

Professor of Vocational Education, Zurich University of Teacher Education PHZH, Switzerland

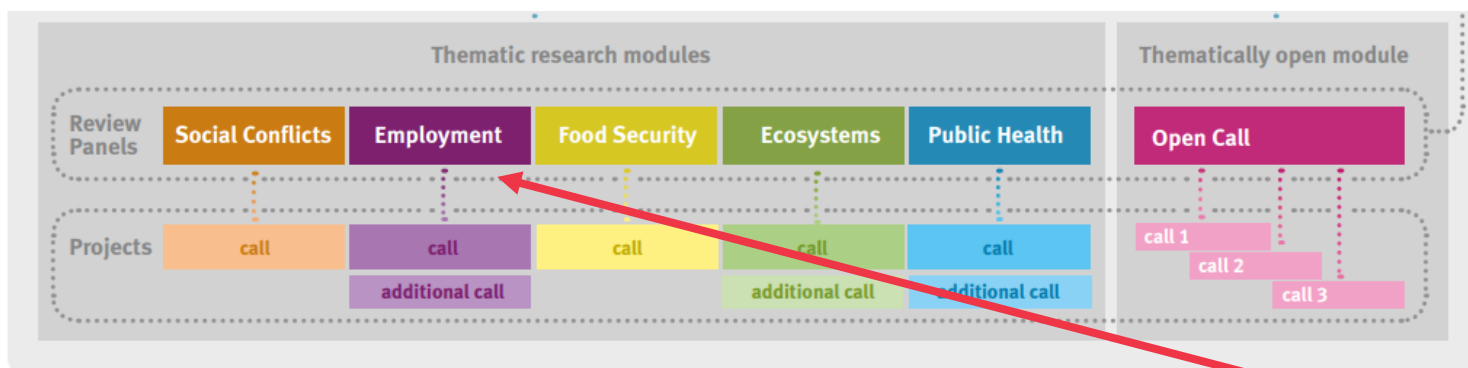
### **VEUNG Naron**

PHD Candidate & Researcher

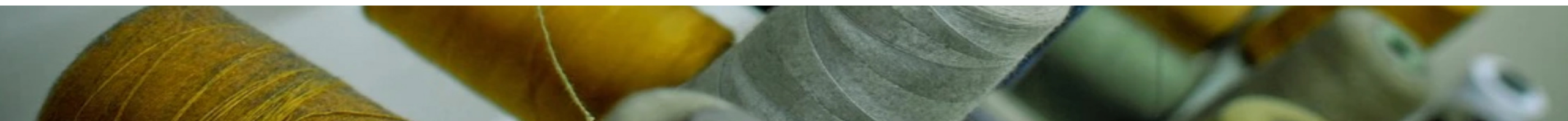
Cambodia Development Resource Institute

# The r4d programme (research for development)

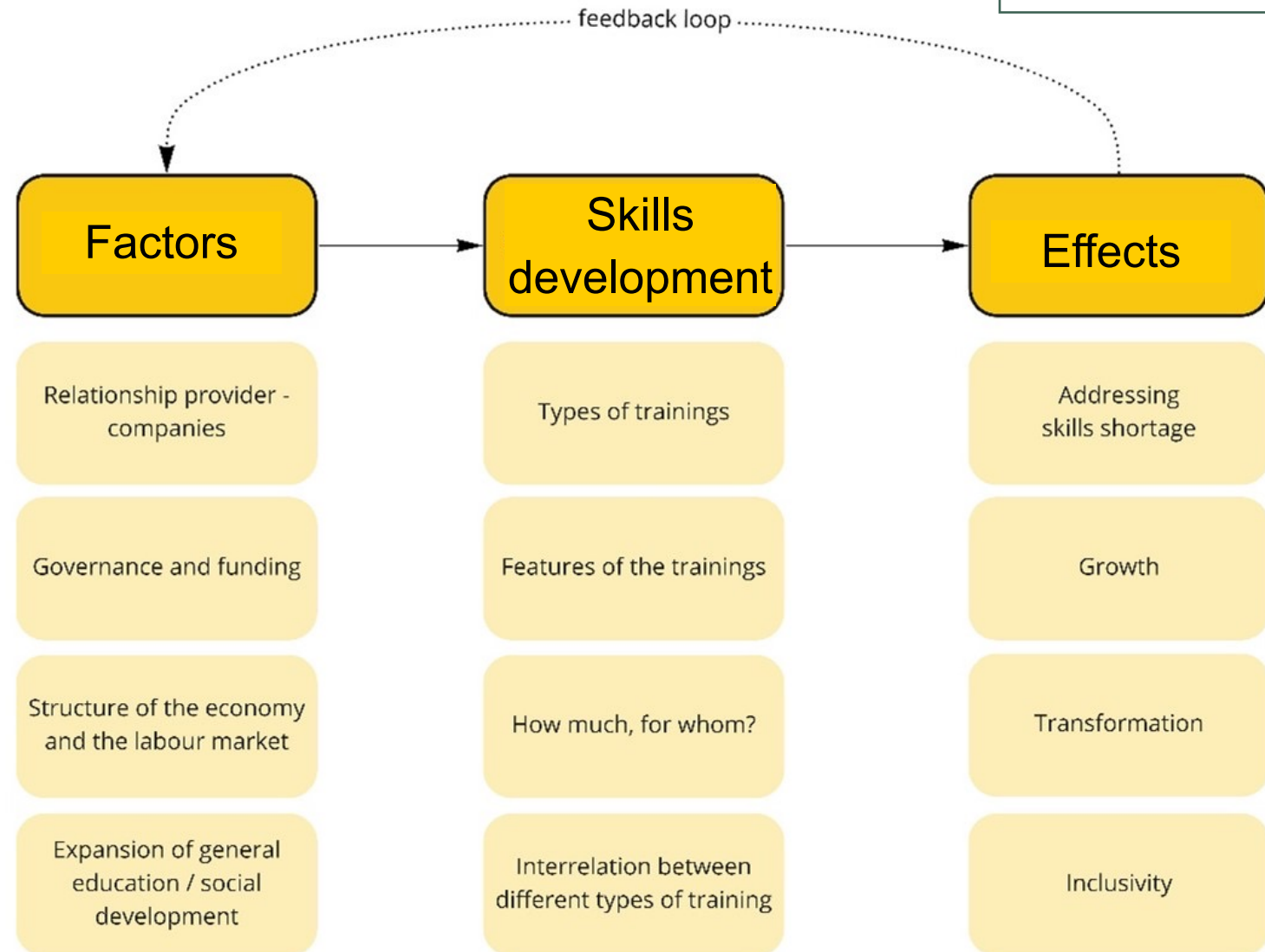
- A research programme jointly funded by the Swiss National Science Foundation (SNSF) and the Swiss Development and Cooperation Agency (SDC)
- Objective: Research findings to contribute to implementation of Sustainable Development Goals (SDG)



The Skills for Industry Project



# Our theoretical model



# Focus of the Skills for Industry Project

## Industries

Garment (BD, CB, ET, LA, SA, VI)

Food and Beverage (CB, LA, SA, VI)

Electronics (CB, VI)

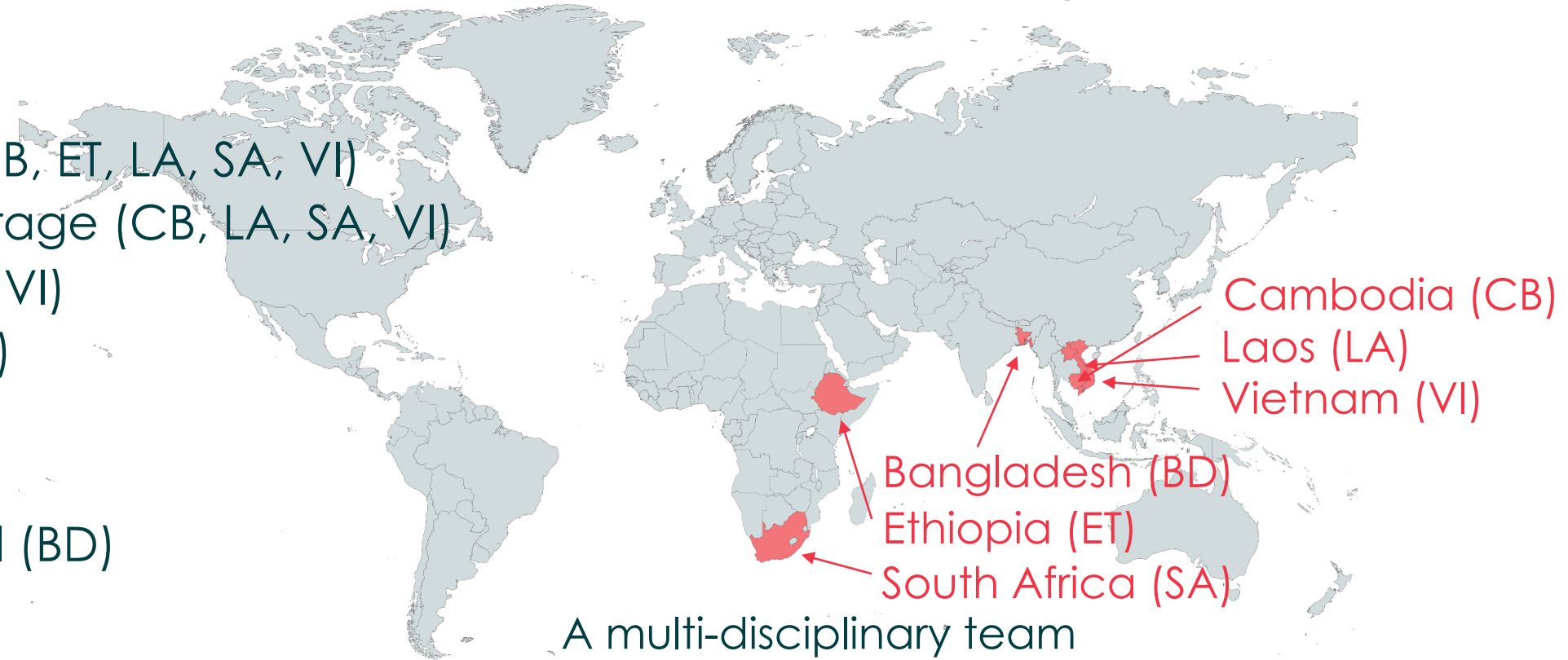
Automotive (SA)

Leather (ET)

Metal (ET)

Pharmaceutical (BD)

Other (LA)



A multi-disciplinary team

Education; economics; sociology; engineering

# Skills for Industry Data Set

## Phase 1 (2017 – 2020)

**Company  
survey**

847 companies

**Company  
case studies**

108 companies

## Phase 2 (ongoing)

**Interviews:  
Training  
providers**

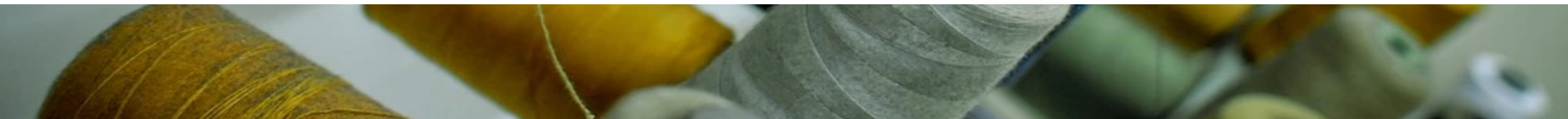
80 - 120  
interviews

**Interviews:  
Industry  
associations**

20 – 40  
interviews

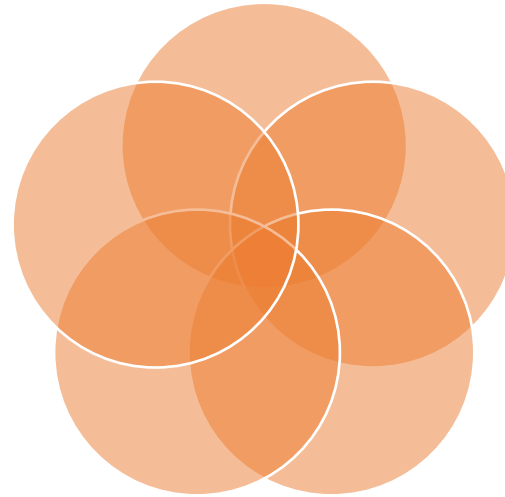
**Interviews:  
Governing  
bodies**

40 – 80  
interviews



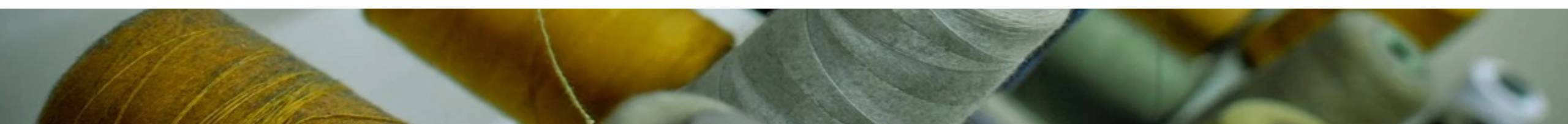
# Our aims

Influence academic debate  
on skills development



Inform designers and  
implementers of skills  
development programmes

Inform the policy  
debate

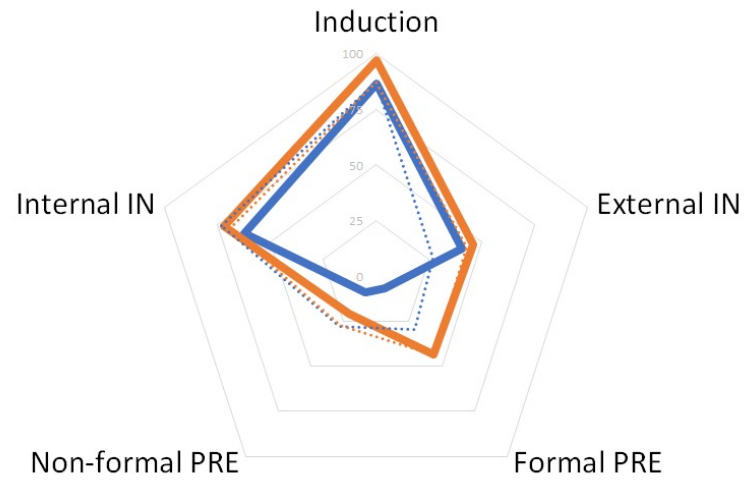




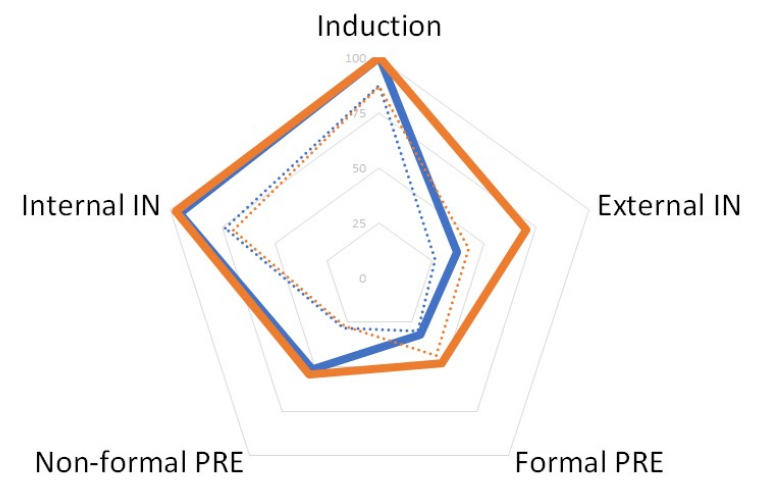
# Global findings



# Differences in training & training uptake between countries



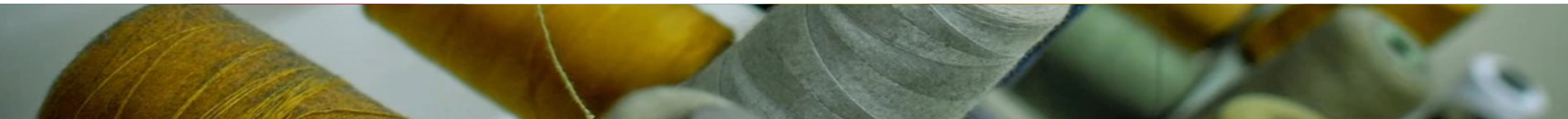
Ethiopia



Vietnam

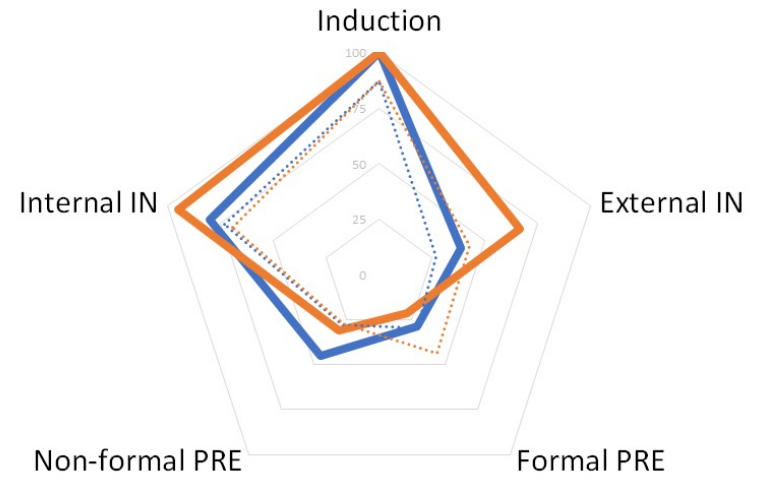
Blue: medium-skilled workers  
 Orange: highly-skilled workers  
 PRE: pre-employment training  
 IN: in-employment training

Source: Phase 1 data

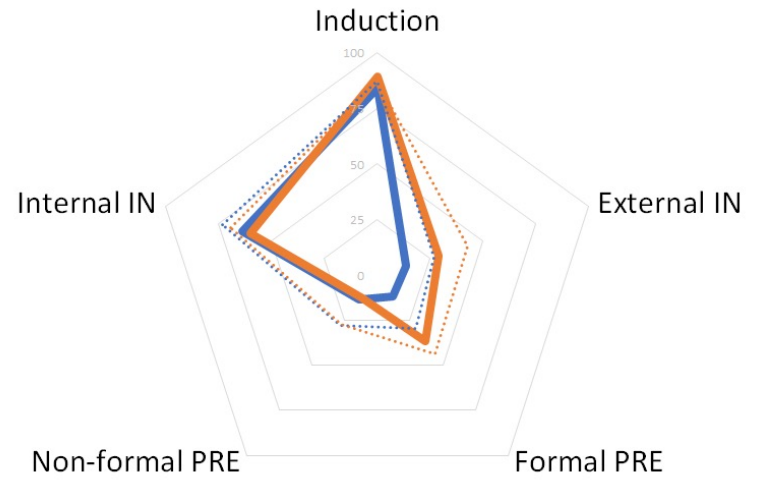


# Differences in training & training uptake between industries

Blue: medium-skilled workers  
 Orange: highly-skilled workers  
 PRE: pre-employment training  
 IN: in-employment training



Automobile



Garments

# Differences in training & training uptake between company types

- Transformation (technology, products / services, organisation)
- Export orientation

are linked to uptake in formal skills development programmes across all skills levels

- Age of the company
- Firm size
- Foreign ownership

are linked to uptake in some but not other skill levels

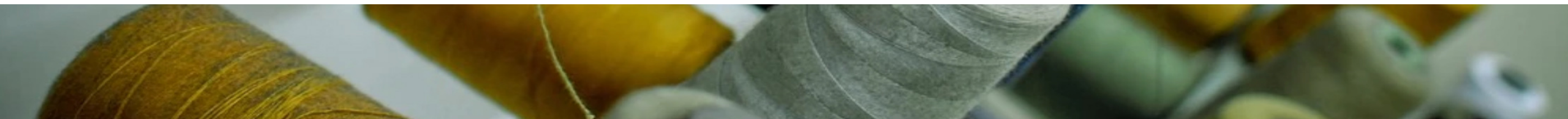


# Differences in the uptake of formal skills development

	General workers	Operators	Supervisors	Technicians
<b>Firm Characteristics</b>				
Age (years)	-	+	+	+
Foreign ownership		-	+	-
<b>Firm Dynamics</b>				
Change to more advanced products				+
Exporting	+	+	+	+
<b>Industry/ Sector Characteristics</b>				
Sector is a net-importer (import competition)			+	+
Main export destination: High Income countries		+	+	+

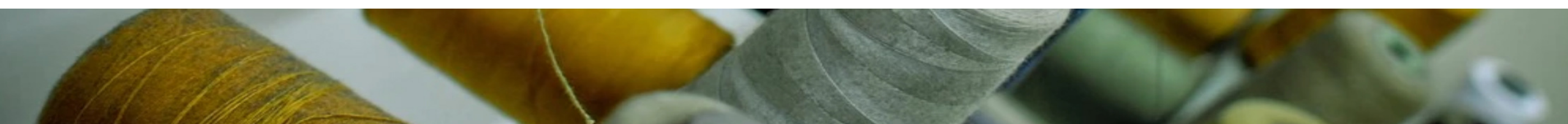
**Red (+):** firms with this characteristic report a higher uptake of formal VSDs  
**Green (-):** firms with this characteristic report a lower uptake of formal VSDs

Source: Phase 1 data



## The role of skills development in Cambodia

- Skills development is generally perceived to be one of the key contributors to growth and performance of a firm and a nation.
- The Royal Government of Cambodia (RGC) plans to upgrade the country's status to an upper-middle-income country by 2030 and a high-income country by 2050 (RGC, 2015, 2018).
- The development of skilled and competent workforce is also a key to the transformation of Cambodia's labor-intensive manufacturing industry to the high-tech, skills-based industry in the long run (RGC, 2017, 2018).



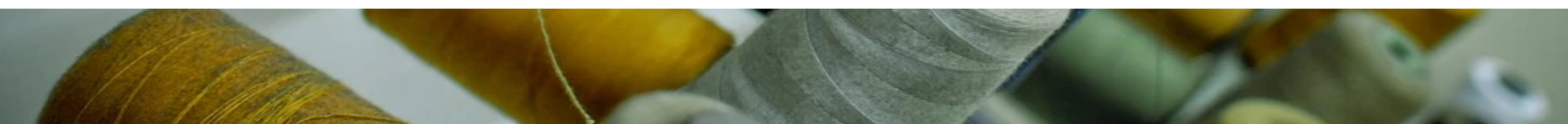
# Research methods in Cambodia (mixed methods approach)

## Phase 1

- Firm-level survey: 101 firms in three sectors: Garment (65), E&E assembling (20) and food processing (16)
- Firm case studies: 18 firms, 36 key informant interviews

## Phase 2 (analysis in progress)

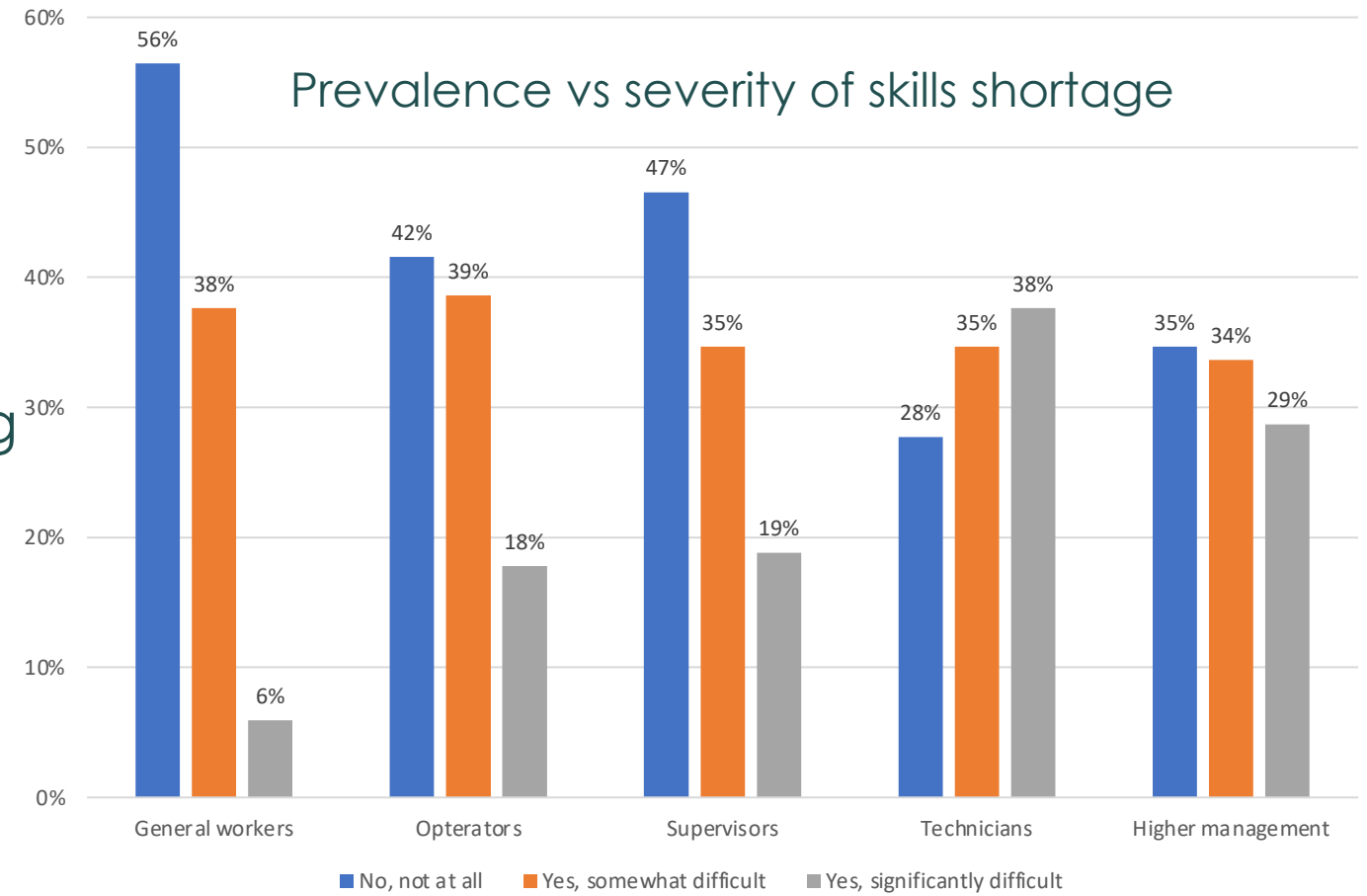
- Training providers: 20 interviews
- Government bodies: 9 interviews
- Industry associations: 4 interviews
- Labour unions: 3 interviews



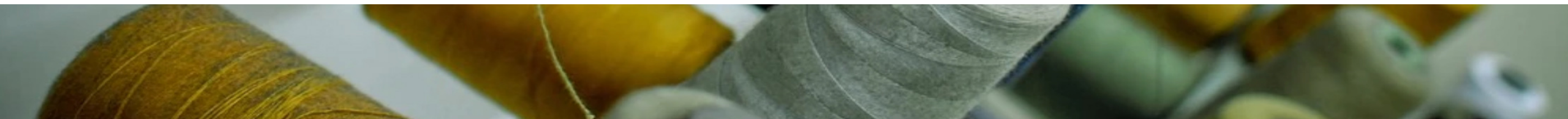
# KH findings 1

## Employers' perception

- A shortage of technical skills
  - Skills gaps and low quality education and training among workers
  - Lack of skills training programs for new industrial needs
  - More informal, unstructured training content done by firms
- (Source: Case studies, Veung and Ven 2021)



Source: Firm-level survey, total sample size (n)=101





## KH findings 2

### Contribution of most frequent programs to skills needs

- Pre-employment VSDs in E&E sectors could meet skills need to some extent only, while those garment and food processing had significant contribution to skills needs.
- In-employment VSD had significant contribution to skills needs in all sectors.

(Source: Ven and Veung 2020)

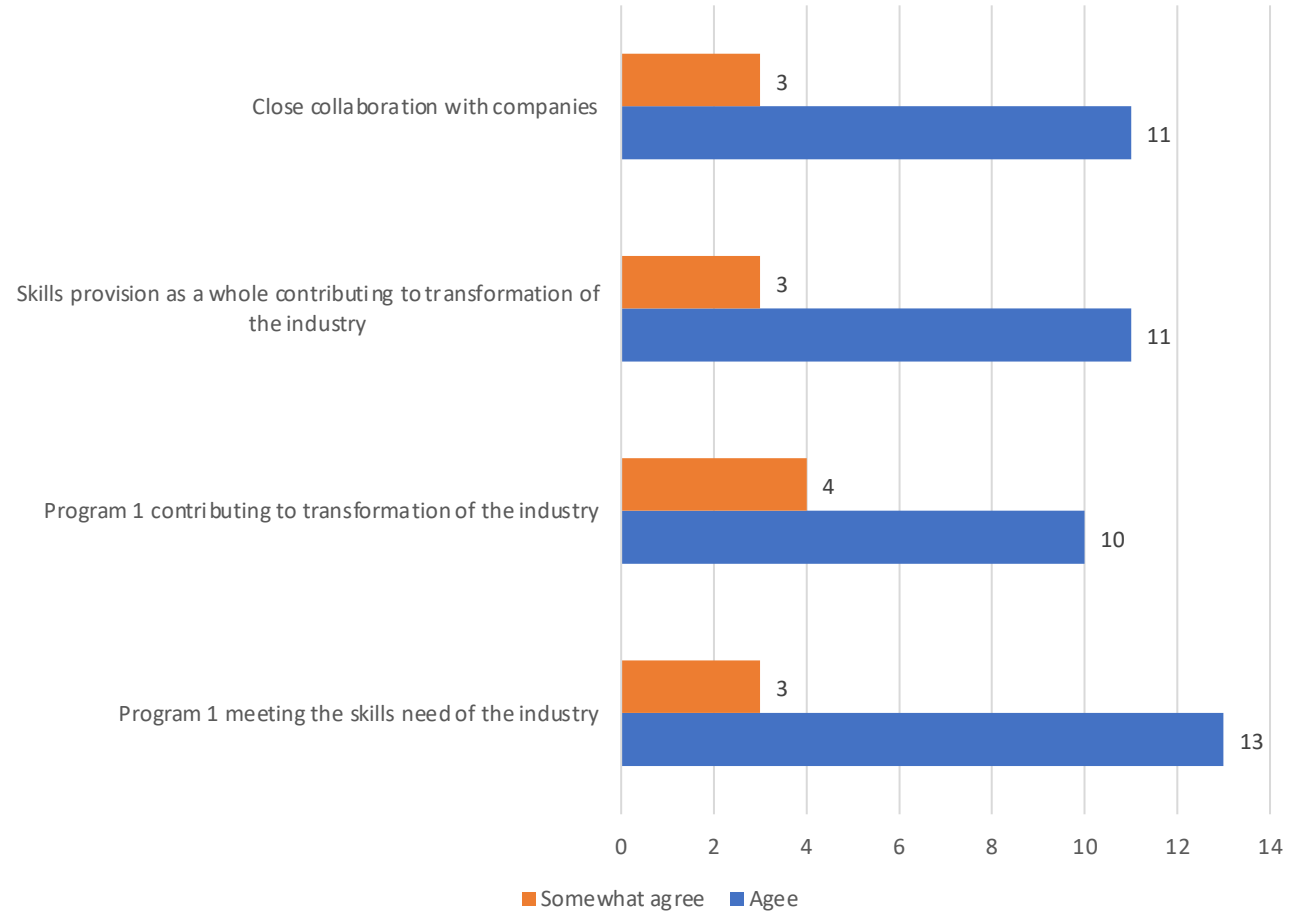
Sector/Position	Pre-employment programs		In-employment programs	
	Variety*	Average Contribution of VSD programs to meeting skills needs	Variety*	Average Contribution of VSD programs to meeting skills needs
<b>E&amp;E</b>	<b>58</b>	<b>Somewhat</b>	<b>7</b>	<b>Significantly</b>
Higher management	7	Somewhat	2	Significantly
Technicians	30	Somewhat	3	Significantly
Supervisors	16	Somewhat	1	Significantly
Operators	5	Somewhat	1	Significantly
General workers	0	-	0	-
<b>Garment</b>	<b>50</b>	<b>Significantly</b>	<b>30</b>	<b>Significantly</b>
Higher management	2	Significantly	7	Significantly
Technicians	44	Significantly	8	Significantly
Supervisors	0	-	14	Significantly
Operators	4	Somewhat	1	Significantly
General workers	0	-	0	-
<b>Food processing</b>	<b>54</b>	<b>Significantly</b>	<b>16</b>	<b>Significantly</b>
Higher management	10	Significantly	4	Significantly
Technicians	27	Significantly	7	Significantly
Supervisors	8	Significantly	5	Significantly
Operators	9	Significantly	0	-
General workers	0	-	0	-
<b>Grand Total</b>	<b>162</b>	<b>Significantly</b>	<b>53</b>	<b>Significantly</b>

Source: Firm-level survey,

# KH findings 3

## Training providers' perception

- There is a more positive perception of the contribution of training programs and skills provision as a whole to the needs of the industry.



Source: 14 training provider interviews



## A few recommendations

- Amplifying firms' investments in generic and specific skills training in a systematic and structured manner of training
- Building a comprehensive system of recognition of prior learning aimed at certifying skills of those who have only practical work experience across sectors
- Building close collaboration between training providers and private companies in a way that ensures mutual benefits, while sharing common interests and understanding towards skills programs and skills demand (e.g. co-designed skills training programs)
- Developing and implementing a holistic skills development roadmap for prioritised sectors in order to make sure skills will be developed and available for those priorities

(Source: Veung and Ven 2021; Ven and Veung 2020)

# Questions?



# References

- Ven, Seyhah, and Naron Veung. 2020. “The Contribution of Vocational Skills Development to Cambodia’s Economy.” Working Paper 122. Phnom Penh, Cambodia: Cambodia Development Resource Institute.
- Veung, Naron. 2021. “Cambodia’s Manufacturing Industry: Skills Formation Systems in the Workplace.” *Cambodia Development Review* 25 (2).
- Veung, Naron, and Seyhah Ven. 2021a. “Exploring Insights into Vocational Skills Development and Industrial Transformation in Cambodia.” Working Paper. Phnom Penh, Cambodia: Cambodia Development Resource Institute.  
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## Further project publications

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- Kalam, M. A., & Shimu, S. S. (2020). Perceived Roles of Skills in Growth and Transformation of Ready Made Garments and Pharmaceutical Industries in Bangladesh: Results from an Industry Survey. *Asian Journal of Education and Training*, 6(4), 671-682. doi: <https://doi.org/10.20448/journal.522.2020.64.671.682>
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- Morlok, M., Teutoburg-Weiss, H., Khounvilay, K., Nguyen, H. L., & Ven, S. (2022). Achieving inclusive growth? Wage dynamics in Cambodia, Laos and Vietnam. Draft article submitted to the Journal of Development Studies. *Development Studies Research*, 9(1).