

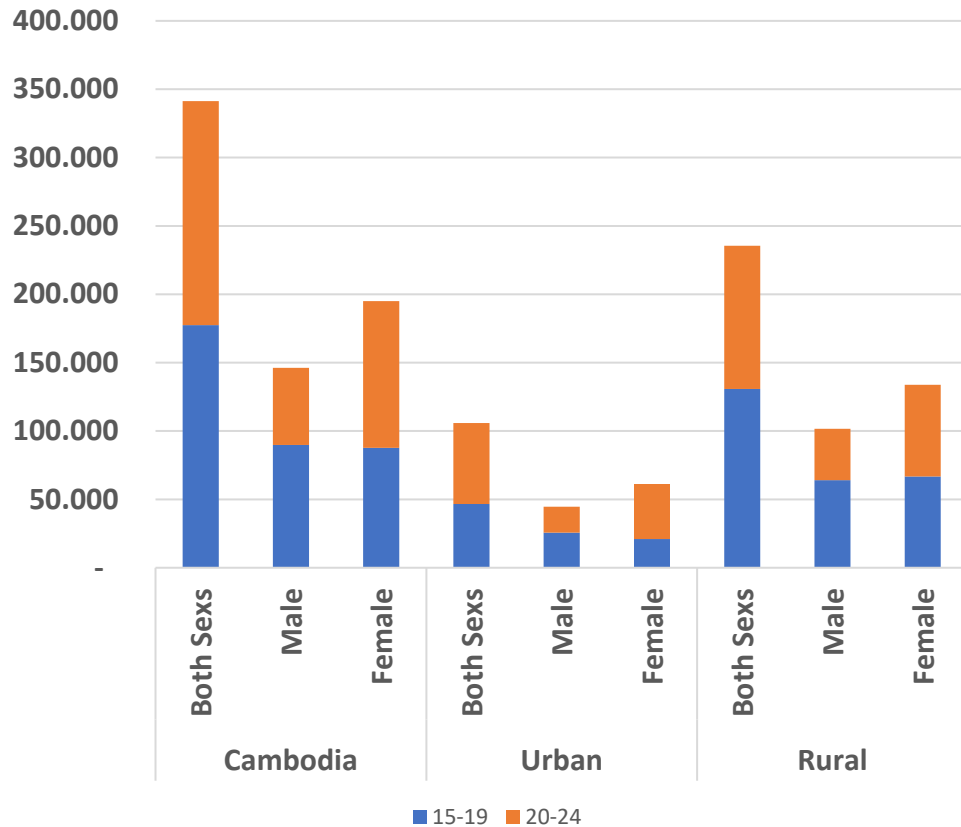


National Employment Agency (NEA)

Strategic Communication for Addressing Not in Education, Employment, or Training (NEET) in Cambodia: Challenges and Solutions

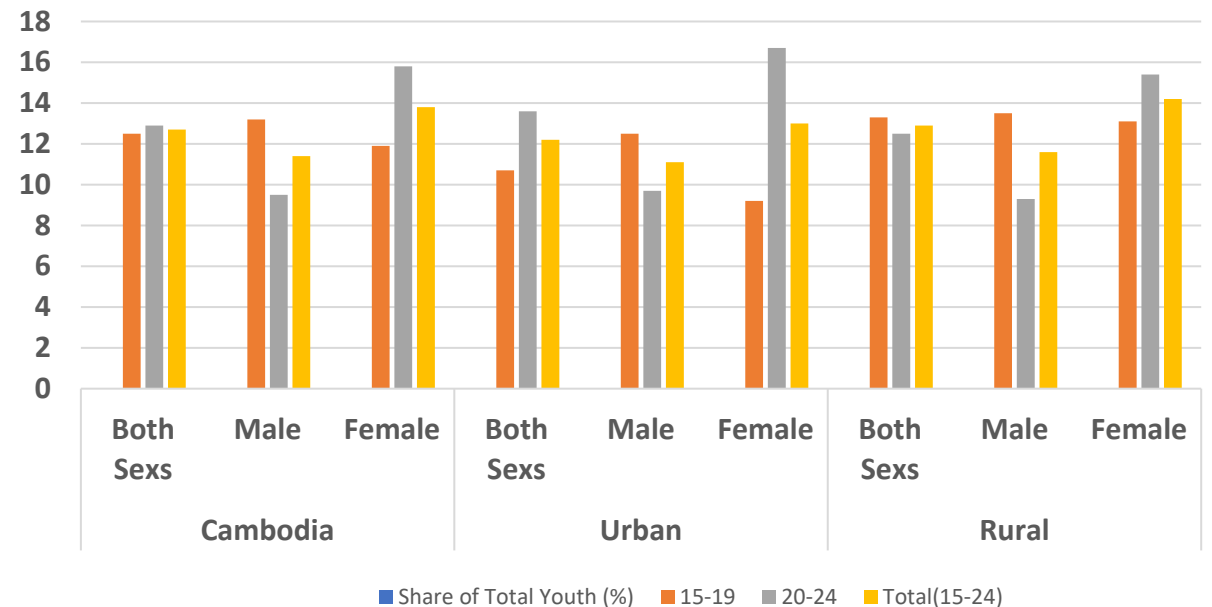
Who Are the NEET Youth in Cambodia?

NEET by Age Group, Area and Sex



The number and percentage distribution of youths aged 15 to 24 years who were NEET, by area and sex. A total of 341,272 youths were NEET, representing 54 12.7% of all youths. More youth NEET were reported among females (13.8%) than among males (11.4%). Furthermore, more youth were not working, studying or training in rural areas (12.9%) than in urban areas (12.2%).

NEET (%) by Age Group, Area and Sex



Labour Supply

- Cambodia Population growth from 15,5 million in 2019 to approximately 17,2 million in 2023 which is the yearly average growth rate 2.1%.
- The yearly average growth rate of :
 - 15-24=> 2.3%
 - 25-34=>1.3%
 - 34-44=>5.0%
- In 2022 data, the population of 15-64 is accounted for 64.5% of the total population. This indicate that Cambodia is the country of young and working population who can contribute to the social economic development.

Total Population by Age Group

Age Group	Population(in thousand)				Change in yearly average	
	2019		2023		Number	%
	Number	%	Number	%		
0-14	4571	29.4%	5221	30.4%	130.0	2.8%
15-24	2665	17.1%	2967	17.3%	60.5	2.3%
25-34	2734	17.6%	2905	16.9%	34.2	1.3%
35-44	2059	13.2%	2571	15.0%	102.4	5.0%
45-54	1504	1.7%	1436	8.4%	-13.7	-0.9%
55-64	1106	7.1%	1193	6.9%	17.2	1.6%
65+	912	5.9%	879	5.1%	-7.3	-0.8%
Total	15551	100%	17169	100%	323.3	2.1%

Source: General Census 2019 and United Nation, Population Division 2022

Educational Attainment by age group in 2021

Age Group	None or only some education	Primary school not completed	Primary school completed	Lower Secondary School	Upper Secondary School	Post-Secondary education	Total
15-24	4.0%	23.0%	33.6%	22.3%	11.1%	6.0%	100.0%
25-34	9.5%	26.9%	26.4%	15.8%	9.8%	11.5%	100.0%
35-44	16.5%	35.7%	23.9%	12.1%	6.6%	5.2%	100.0%
45-54	19.9%	41.8%	19.9%	10.9%	5.1%	2.4%	100.0%
55-64	22.2%	49.1%	16.0%	8.4%	2.5%	1.7%	100.0%
Total	12.0%	31.7%	26.0%	15.5%	8.2%	6.6%	100.0%

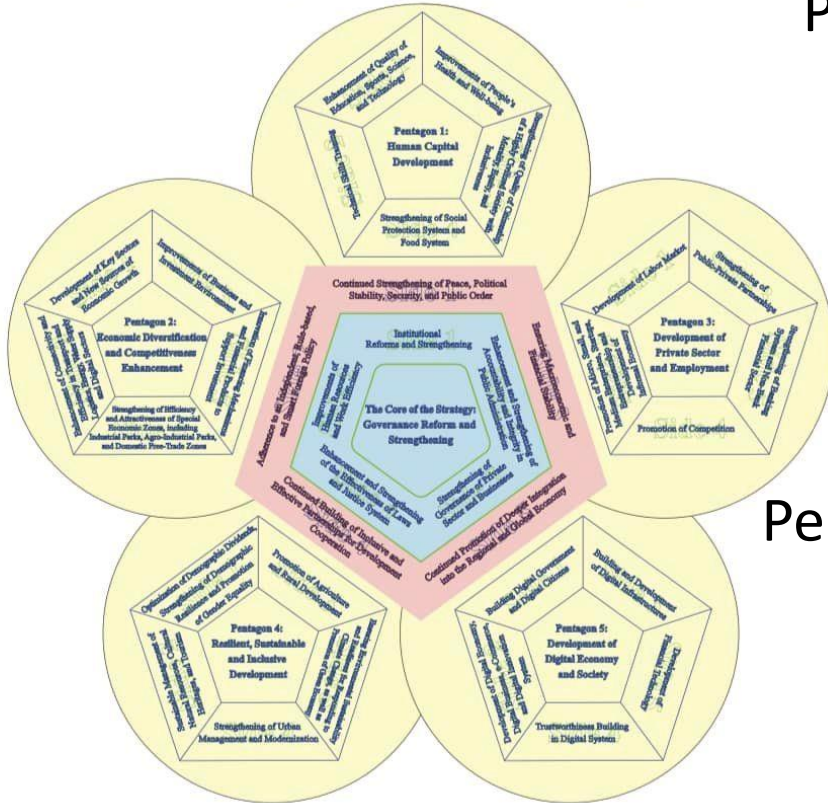
Source: Cambodia Socio-Economic Survey 2021 and compile by author

What Are our Challenges ?

1. high informality even low unemployment
2. External Environment to attract foreign direct investment
3. Economy Structural change demand more technological and skilled
4. TVET institution has increased both public and private, but Coverage and Quality need to be focused
5. Resource challenge in employment and skills agencies
6. Despite progress, hard and soft skills gaps

Gov't Polygon strategy

Diagram of "The Pentagonal Strategy – Phase I"
for
Growth, Employment, Equity, Efficiency, and Sustainability



Pentagon 1 : Human Capital Development (TVET)

- Side 2: Technical Skill Training: The strategic objectives are to pursue the transformation of the TVET, increase enrollments in the sector, promote reskilling and upskilling, strengthen ecosystems for skills development, address skills mismatches between trainings and actual demands, both in terms of skills and quality, and strengthen monitoring and evaluation of the implementation of policies and strategies that have been laid out.

Pentagon 3: Development of Private Sector and Employment

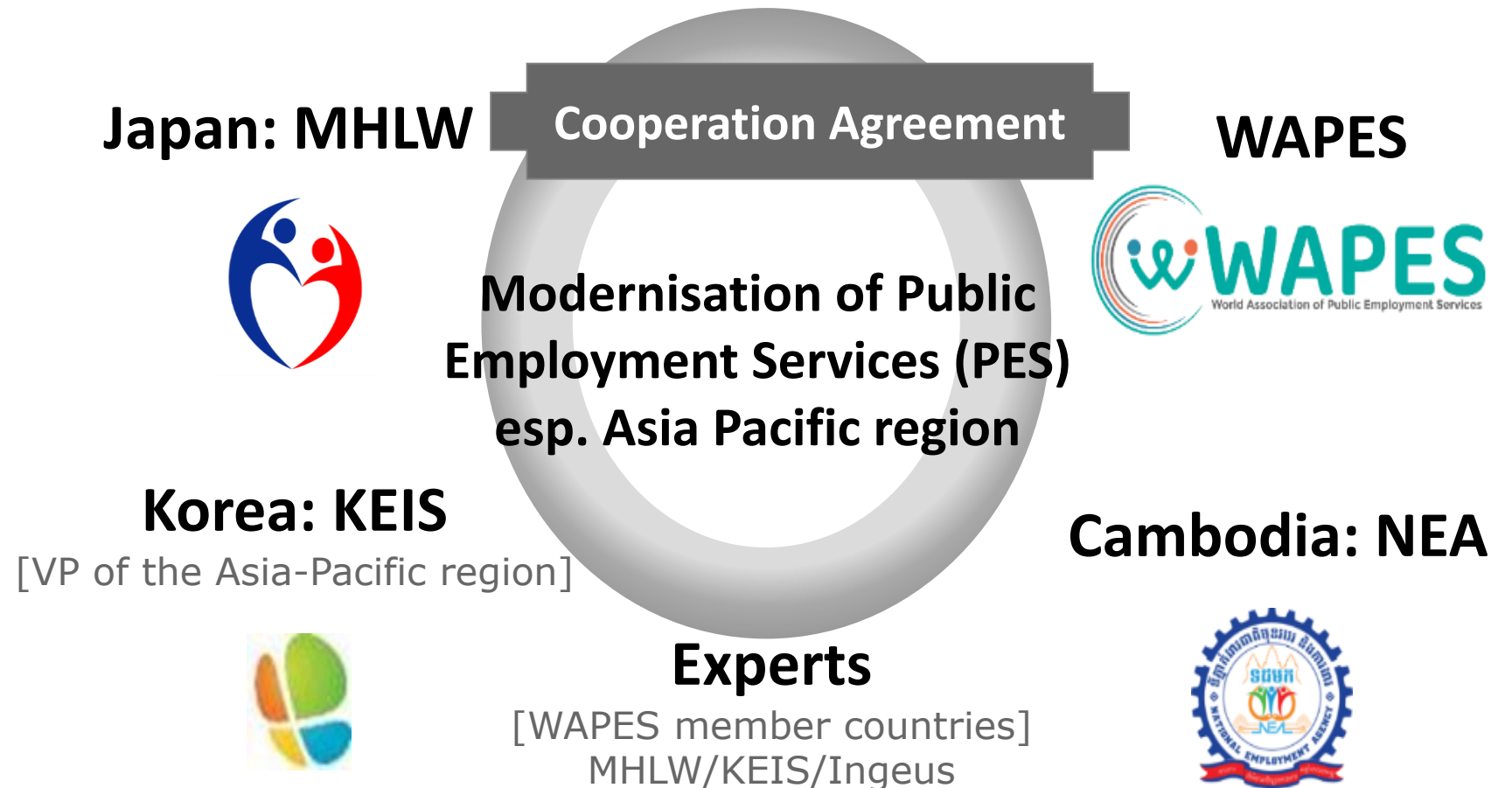
- Side 1: Development of labour market :
 - 2...
 - Continuing to create job opportunities, expanding employment-seeking services, and career counselling and guidance
 - Continuing to organize job fairs and assigning lead trainers and career focal person to help with job-seeking at educational institute

TVET Priority

- **TVET Training program for 1.5M:** Develop the strategic plan, mechanism for implementing • Develop and update standard training packages • Capacity of the trainers, contract trainers and experts from the industry • Raise awareness of the program • Improve and modernize the TVET institutions infrastructure • Cooperate with the line ministries and private sector • Labour market information • Monitor and evaluation system •
- **Apprentice, reskilling, and upskilling program :**▪ Update and redesign the mechanism • Expand the existing program and mobilize the resource • Encourage the private sector to establish TVET schools • Cooperate with the private sector • Provide the incentive to them who get the skill certificate •
- **Recognize of Prior Learning (RPL) :**Expand the testing centers • Expand occupations to relevant existing competence of the workers • Improve and increase assessors • Cooperate with the private sector •

National Employment Agency is applying international best practice to improve its services for employers and jobseekers

- 1. Performance Assessment Framework**
- 2. customer feedback**
- 3. Building new partnership ‘ecosystems’**



Main Focus

Self-Assessment of PES:

Performance Assessment Framework (PAF)

How are services provided by Job Centers?: 3 Key Performance Indicators (KPIs)

Increase the number of service users

Increase the numbers of staff and build staff capacity

Decrease skills mismatches

Customer Satisfaction Survey (CSS)

Assess PES performance from users' perspective

Timeliness

Accessibility

Respectful treatment

Reliable information

Expected outcome for customers

What we have done & future activities

Phase 1: September 2019 – August 2021

Phase 2: September 2021 - August 2023

