# Cambodia: Strengthening Technical and Vocational Education and Training Project

<table>
<thead>
<tr>
<th><strong>Project Name</strong></th>
<th>Strengthening Technical and Vocational Education and Training Project</th>
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<tbody>
<tr>
<td><strong>Project Number</strong></td>
<td>40555-012</td>
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<tr>
<td><strong>Country</strong></td>
<td>Cambodia</td>
</tr>
<tr>
<td><strong>Project Status</strong></td>
<td>Closed</td>
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<tr>
<td><strong>Project Type / Modality of Assistance</strong></td>
<td>Grant</td>
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<tr>
<td><strong>Source of Funding / Amount</strong></td>
<td>Grant 0178-CAM: Strengthening Technical and Vocational Education and Training Project concessional ordinary capital resources lending / Asian Development Fund US$ 24.50 million</td>
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## Strategic Agendas
- Inclusive economic growth

## Drivers of Change
- Governance and capacity development

## Sector / Subsector
- Education - Technical and vocational education and training

## Gender Equity and Mainstreaming
- Gender equity

## Description
The Project will support the Government’s strategies to reduce poverty and achieve socioeconomic development for all Cambodians. These include (i) promotion of vocational and skills training to ensure continuing improvement in national productivity; (ii) creation of jobs in the formal and nonformal sectors; (iii) an increase in agricultural productivity to create jobs in rural areas; and (iv) the establishment of technical vocational education and training (TVET) networks to assist both men and women, especially the poor, disabled and vulnerable, to respond to labor market needs.

The Project will help ensure an expanded public TVET system that is endorsed by industry and is better aligned with the skills requirements of the formal and informal economies. The project will develop replicable models for transforming the system so it is more relevant to industry, focusing initially on three industry sectors: mechanics, construction, and business services and information and communication technologies (ICT). These models can be used as the basis for continued reform in other industry sectors.

## Project Rationale and Linkage to Country/Regional Strategy
Current public TVET provision does not fully meet the need for basic and mid-level skills in the formal and informal economies. Lack of access to formal training on a national basis, weak links with industry, lack of entrepreneurial focus, poor quality control, and inadequate institutional financing continue to limit the quantity and quality of system output.

The current global economic downturn has increased the need for strategies that will lead to a wider, more internationally competitive production base. Greater investment in formal vocational skills formation is essential to ensure the expansion of the skilled labor force, and a substantial increase in productivity through more effective and efficient training.

## Impact
An expanded, employment-ready mid-level workforce in rural and urban areas, including both men and women.

### Project Outcome
**Description of Outcome**
An expanded, enterprise-endorsed public training system better aligned with the basic and mid-level skills requirements of the formal and informal economies in mechanics, construction, and business services and information and communication technologies.

**Progress Toward Outcome**
Most except for two outcome indicators have been met/exceeded. The increase in the number of graduates with formal TVET qualifications from public institutions and Graduates from enterprise- and center-based VSTP training are in relevant full-time employment or self-employment have not been met.

### Implementation Progress
**Description of Project Outputs**
- Output 1: Formal programs that are more relevant to industry
- Output 2: Expanded and better quality nonformal training
- Output 3: Institutional capacity to plan and manage TVET is strengthened.
### Geographical Location

| Nation-wide, Battambang, Kampot, Mondolkiri, Preah Vihear, Siem Reap, Svay Rieng, Takeo |

### Safeguard Categories

| Environment | C |
| Involution Resettlement | C |
| Indigenous Peoples | B |

### Summary of Environmental and Social Aspects

#### Environmental Aspects

#### Involution Resettlement

#### Indigenous Peoples

#### Stakeholder Communication, Participation, and Consultation
During Project Design

The TA consultants held two major stakeholder workshops with over 100 participants, conducted two surveys of TVET graduates, did a questionnaire survey and interviews with seven provincial training center directors and 30 community development specialists on recommended adjustments to VSTP; interviewed the teachers, managers and graduates of the seven Phnom Penh post-secondary institutes; and surveyed the graduates of the National Technical Institute and Vocational Training Institute (NTITI) on the effectiveness of NTITI teacher training.

Visits and interviews were also conducted with: AFD, Cambodian Chamber of Commerce and Industry, Cambodian Federation of Employers and Business Associations, Cambodian Institute of Development Studies, Chamber of Commerce and Industry, Chamber of Professional and Micro Enterprises, the Federation of Employers, Garment Association in Cambodia, Garment Industry Productivity Centre and the Travel and Hospitality Institute. The Ministry of Women’s Affairs was also consulted.

During Project Implementation

The project was implemented in closer coordination with industry than has been the case in the past, through the creation of the Enterprise Sector Councils (ESCs), the focus on just three economic sectors, and the inclusion of the ESCs and other industry experts in the development of standards, curricula and assessment. The project steering committee, through its composition, promoted the involvement of other stakeholder ministries, as well as the employers’ federation and private training providers. The VSTP had strong stakeholder involvement as the training agenda was determined at commune level on the basis of a local needs assessment.

Business Opportunities

Consulting Services

The Project will be supported by 600 person-months of consultants (160 person-months of international and 440 person-months of national consultants). The consulting services are designed to assist the Project to achieve sustainable outcomes by providing technical support for implementation, system and institutional monitoring and training planning, management, and delivery and staff upgrading. Ten of the international and nine of the national specialists will assist with skills standards and curriculum development, management and instructor training, development of management information systems and a web site, and implementation of the VSTP. Two of the international and two national consultants will support the PCU, finance, monitoring and evaluation, procurement and civil works. All consultants will be selected in accordance with ADB’s Guidelines on the Use of Consultants (2007, as amended from time to time).

Project implementation consultants will be engaged through a firm on the basis of quality- and cost-based selection with an 80:20 weighting. Ministry of Labor and Vocational Training (MOLVT), through the PCU, will be responsible for selecting and hiring consultants. Additional individual consultants will be hired to support the PCU as needed. The Project will also recruit consulting or other firms who will facilitate regional training and study tours as well as carry out M&E baseline impact studies using the consultants’ qualification selection method.

Procurement

All ADB-financed goods, works and services will be procured in accordance with the ADB’s Procurement Guidelines (2007, as amended from time to time). The project director, assisted by the project staff, will be responsible for all procurement. The indicative procurement plan and a procurement capacity assessment have been prepared, along with details of the proposed equipment and unit costs of inputs.

Supply contracts for goods such as laboratory and workshop equipment estimated at $500,000 equivalent or more will be awarded on the basis of international competitive bidding. Supply contracts for goods such as motorcycles, computers and office equipment of more than $50,000 but less than $500,000 will follow national competitive bidding procedures. Items costing less than $50,000 will be procured through shopping. Details of procurement packages and technical specifications must be submitted to Ministry of Economy and Finance (MEF) and ADB for approval before procurement.

Civil works under the Project will consist of construction and/or rehabilitation of training facilities, workshops, and dormitories. All consultants will be selected in accordance with ADB’s Guidelines on the Use of Consultants (2007, as amended from time to time). Project execution consultants will be engaged through a firm on the basis of quality- and cost-based selection with an 80:20 weighting.

Civil works contracts estimated at $1 million or more will be awarded on the basis of international competitive bidding. Civil works contracts of more than $500,000 but less than $1 million will be procured through national competitive bidding procedures, and contracts less than $50,000 may be procured through shopping. Civil works contracts estimated at $1 million or more will be awarded on the basis of international competitive bidding. Civil works contracts of more than $500,000 but less than $1 million will be procured through national competitive bidding procedures, and contracts less than $50,000 may be procured through shopping. Civil works contracts estimated at $1 million or more will be awarded on the basis of international competitive bidding. Civil works contracts of more than $500,000 but less than $1 million will be procured through national competitive bidding procedures, and contracts less than $50,000 may be procured through shopping. Civil works contracts estimated at $1 million or more will be awarded on the basis of international competitive bidding. Civil works contracts of more than $500,000 but less than $1 million will be procured through national competitive bidding procedures, and contracts less than $50,000 may be procured through shopping.

The procurement capacity assessment reveals that the Directorate General of Technical and Vocational Education and Training (DTGTVET) is experienced in the procurement of goods, but less experienced in procuring works and services and consultants, and the site management and monitoring of civil works (Supplementary Appendix I). Training and mentoring will be provided by the consultants to strengthen capacity, specifically in the preparation of bid documents and bid evaluation reports for civil works, bid evaluation, training of Project Coordination Unit (PCU) staff, and procurement review committees on procurement regulations and ADB guidelines, preparation of detailed lists, and technical specifications of equipment, and selection and contracting of consulting services.

Grant 0178-CAM

Responsibility and Provenance

Karin Schelzig

Ministry of Labor and Vocational Training, #3, Russian Confederation Blvd, Khan Toul Kork

Grant Utilization

<table>
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<th>Financing Plan</th>
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## Status of Covenants

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**Project Page**
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