



COORDINATING MINISTRY FOR ECONOMIC AFFAIRS
THE REPUBLIC OF INDONESIA



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INTERNATIONAL CONFERENCE INCLUSIVE ENERGY TRANSITIONS IN SOUTHEAST ASIA AND BEYOND

Cross-Regional Learning from South Asia

Green Jobs for Social Inclusion Cambodia TVET Modernization and Industry Partnerships

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Key Indicators in Cambodia's TVET SECTOR

TVET Institutions

- Total TVET Institutions : **384 TTIs** (**255** registered under MLVT)
 - **37** public TVET institutions
 - **73** private TVET institutions
 - **24** NGOs/Associations registered under DGTNET/MLVT
 - **121** NGOs/Associations registered under provincial department of labour and vocational training
 - **129** TTIs are under 19 line ministries/organizations
- Institutions with ISO: **36/37 institutions**
- Curriculums : **222 Qualification for CQF L1- L5**
- Trainers : **2 069 Trainers in TVET Public institute**



Overview of National Polytechnic Institutes of Cambodia (NPIC)

Assessment Centers **15**

NPIC, NPIC, PPI, BIT, PTC-Kratie, RTC-Takeo, RTC-Kampot, RTC-Svay Rieng, RTC-Siem Reap, Cambodia-Thai, ITI, CGT and Kubota



Centers of Excellence **4**

- NPIC : Manufacturing
- BIT : Auto-Mechanics
- NPIC : Construction
- PPI : Electrical Work



Employment/Satisfaction

- **80% of TVET graduates received employment** in the trained companies within 6 months of completing their training.
- **78.5% of companies are satisfied** with the competence of TVET students.

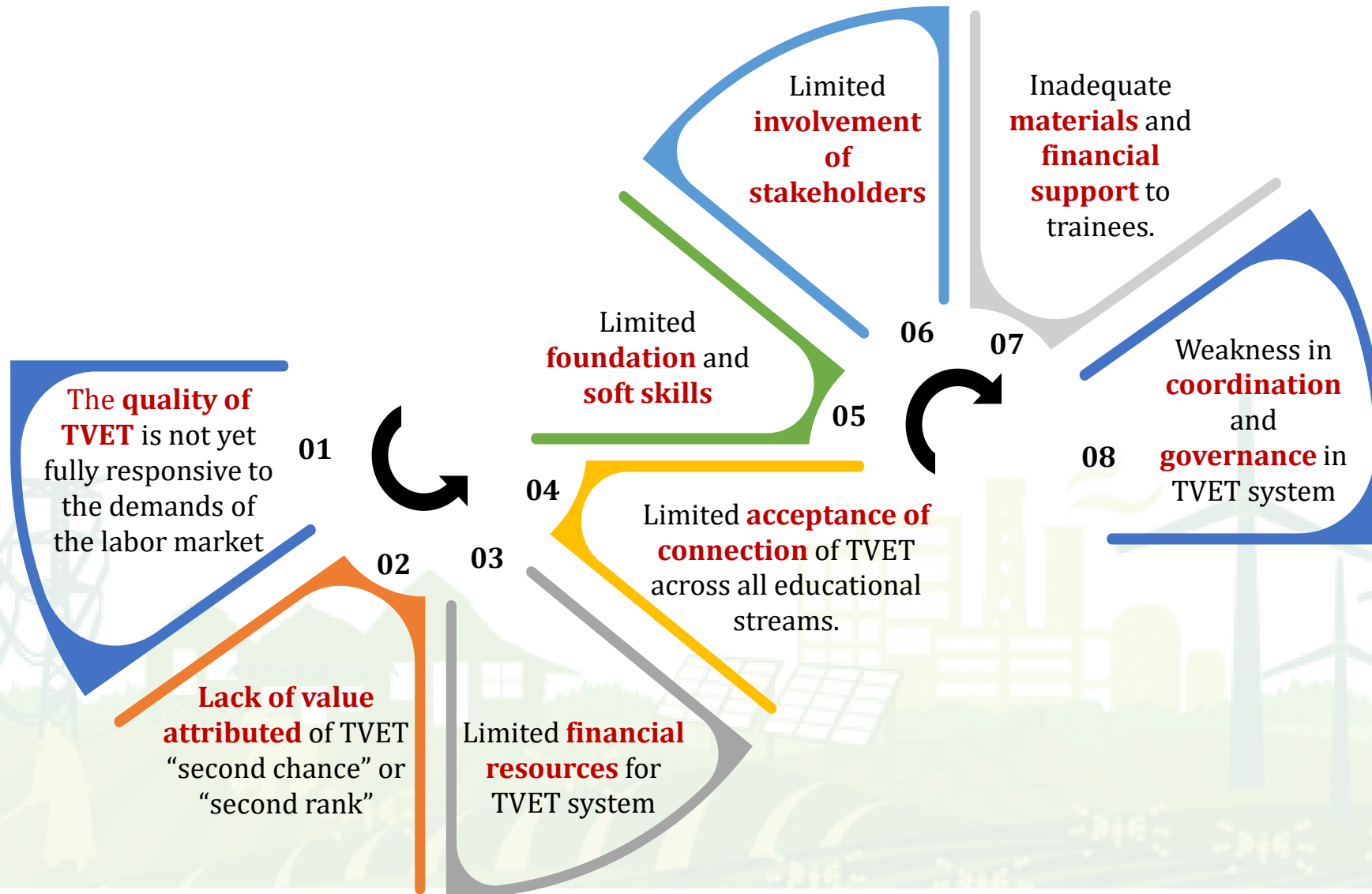
TVET Digitalization:

TVETMIS, TVET E-learning Platform, TVETSMS, E-RPL, TVET 1.5M

Total students that graduated with more than **60 thousand per year** (excluding apprenticeship students)

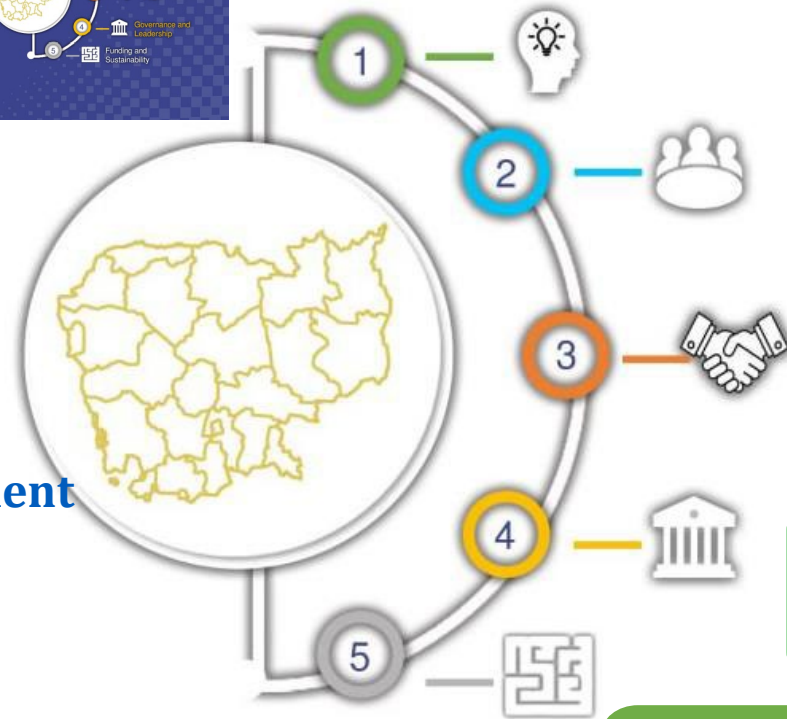


TVET Challenges Today



Cambodia Skills Development Roadmap in Cambodia 2023-2035

The 5 strategic pillars of Skills Development Roadmap



1- Strengthening the Quality of TVET

Strengthening the quality of TVET to produce a pool of skilled workforce with enough capacity responding to labour market needs/industry in the present and the future.

2- Enhancing branding and outreach

Building TVET reputation and identity and increasing promotion in all forms, and the “no one left behind program” to gain attraction and urging for dreams and pride for adopting TVET in order to increase enrollment

3- Industry relevant TVET

Strengthening and expanding collaboration with private sectors especially for a complete lifelong of quality assurance in TVET systems

4- Governance and Leadership

Strengthening governance and leadership, inter-institutional mechanism, TVET quality assurance systems and monitoring and evaluation system.

5- Funding and Sustainability

Diversifying the source of funding, increase size of budget allocation for TVET, ensure the effectiveness of resource utilization and strengthening financial management.

The Vocational and Technical Training Program for Youth from Poor and Vulnerable Families (TVET 1.5M)



Program Benefits:

- Free tuition fees
- Monthly stipend ≈ \$70
- Career counseling
- Job placement support

Target Groups

- Primary: Poor & vulnerable families
- Secondary: Women, PWD, youth dropouts, returned migrants

45 Priority Skills

- 10 sectors: Business/ICT, Agriculture, Construction, Electronics, Energy, Mechanics, Manufacturing, Tourism, Services

Skills for Competitiveness Project (S4C) | 2019- 2025

Funding Sources: ADB, AFD and RGC

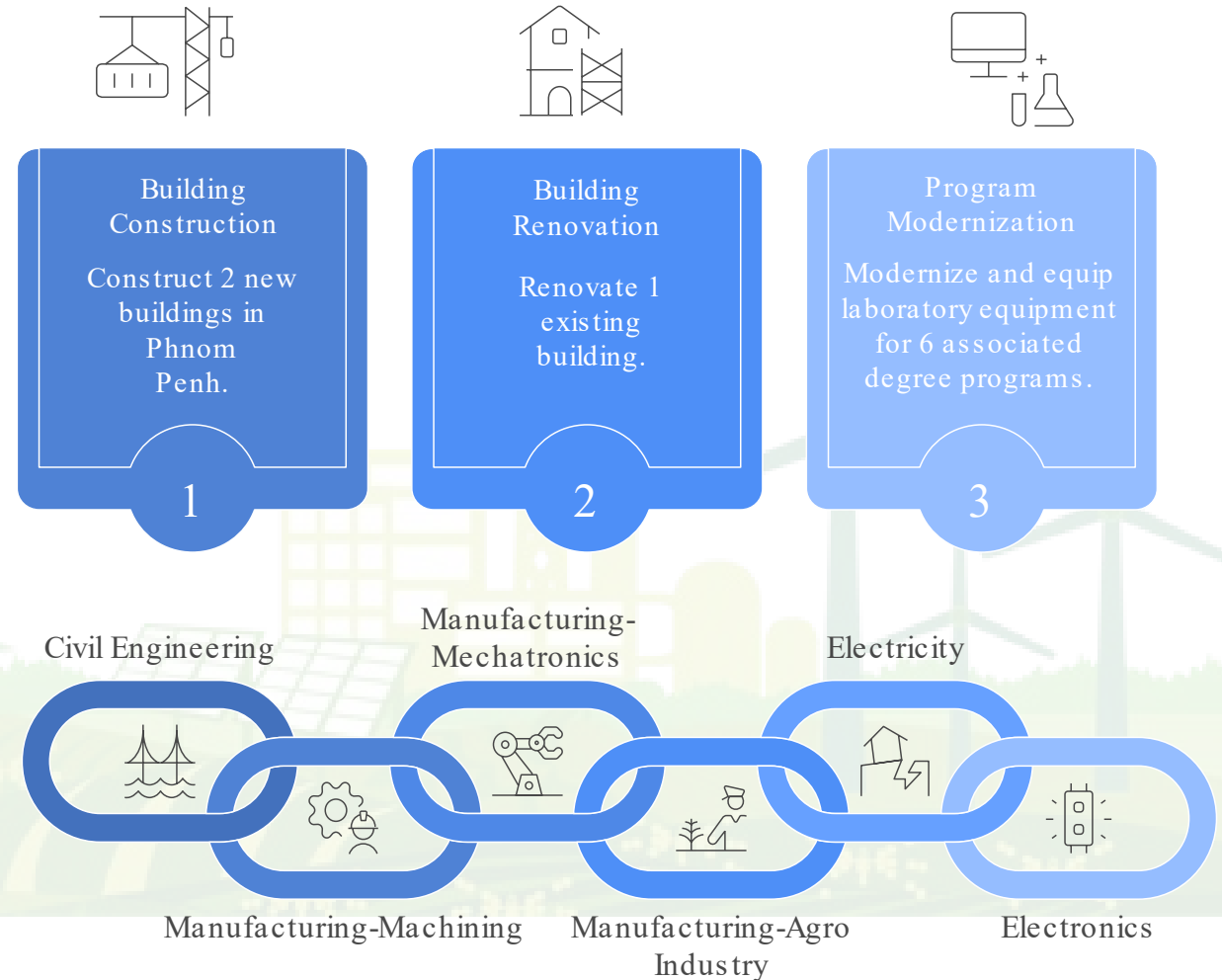
Output 1: Quality and relevance of post-secondary TVET improved

- 1a: Upgrading facilities at selected TTIs,
- 1b: Providing training equipment
- 1c: Introducing merit-based stipend for diploma level Students
- 1d: Developing industry-relevant diploma programs
- 1e: Strengthening trainers' capacity and expanding the Return to Industry Scheme

Output 2: Work-based Learning with industry partnerships promoted

- 2a: Strengthening ILUs of selected TTIs
- 2b: Developing capacity of TTIs staff for WBL
- 2c: Strengthening private sector participation

Summary of ITC Activities



SKILLS FOR FUTURE ECONOMY | 2023- 2030

MEF / ADB / AFD

DGTVET / ITC / SDF

The **Skills for Future Economy (Subprogram 1)** project aims to transform Cambodian industry from labor-intensive to a skills-driven economy.

- ✓ **Priority Skills:** Industrial Engineering, Machining, and IT Networking & Programming.
- ✓ **4IR Ready:** Aligning vocational training with the Fourth Industrial Revolution and green economy needs.
- ✓ **Inclusive Strategy:** Gender-responsive career counseling and increasing female participation in TVET.

Strategic multi-year initiative at ITC

Industrial Engineering

Transitioning to high-value manufacturing (electronics, machinery). Focus on **Lean Management**, Quality Assurance, and energy-efficient practices.

IT Networking

Foundation for the **Digital Economy**. Enhancing cybersecurity, fintech infrastructure, and SME digitization to reduce foreign expertise reliance.



Source: <https://manufacturing-today.com/wp-content/uploads/sites/4/2024/11/top-10-advanced-manufacturing-companies-800x445.png>

ITC: STRATEGIC HUB FOR GREEN GROWTH & IMPACT- DRIVEN ENERGY SERVICES

National Policy Alignment:

ITC serves as resource center supporting Cambodia to meet Climate and Energy goals

Institutional Mandate

Beyond education, ITC acts as a Bridge to Industry



CEMAT Program

Established the Certified Energy Manager & Auditor Training to create a qualified local workforce for national energy targets.



Low Carbon Design

Leading the ALCBT Training Program and Passive Cooling demonstrations to reduce the carbon footprint of Cambodia's building sector.



Energy Audit and Services

Conducted 30+ factory audits (Switch Garment project) and specialized audits for hospitals and commercial buildings since 2018.

CEMAT training

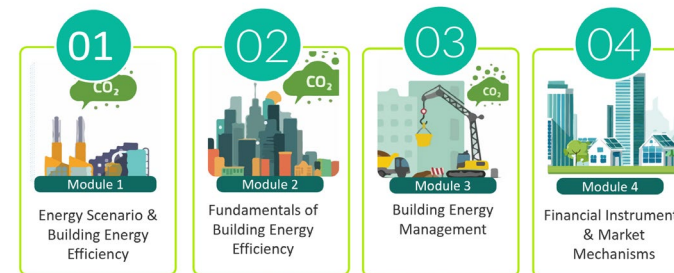


Energy Audit



Low carbon building training

Training Modules



Asia Low Carbon Buildings Transition Project

Passive Cooling Community of Practice



Passive Cooling Strategy Demonstration Project



Keys Takeaways



Green skills are essential for Cambodia's industrial upgrading while ensuring environmental sustainability



Systematic TVET governance through NTB and DGTNET ensures industry-relevant, quality-assured pathways



TVET 1.5M program demonstrates commitment to social inclusion—free training + stipends for vulnerable youth



Rebranding & transformation critical: shift TVET perception from "second chance" to pathway of choice



Universities as Strategic Implementation Hubs Higher education institutions serve as resource centers that bridge national policy (e.g., NEEP 2022-2030, NDC 3.0) with practical workforce execution, transforming climate goals into actionable skilling outcomes.



Reskilling the Workforce via Professional Certification Programs like the Certified Energy Manager & Auditor Training (CEMAT) provide critical upskilling for existing professionals, ensuring the current labor market meets evolving energy efficiency standards.



Modernizing Infrastructure for Industry 4.0 Transitioning to a skills-driven economy requires upgrading TVET facilities and aligning curricula with Industry 4.0, enabling the workforce to manage the complex systems required for green growth.

THANK YOU!



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