



COORDINATING MINISTRY FOR ECONOMIC AFFAIRS  
THE REPUBLIC OF INDONESIA



NATIONAL ECONOMIC COUNCIL  
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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 DGTVET/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)



## 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)



## 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.



## Assessment Centers 15

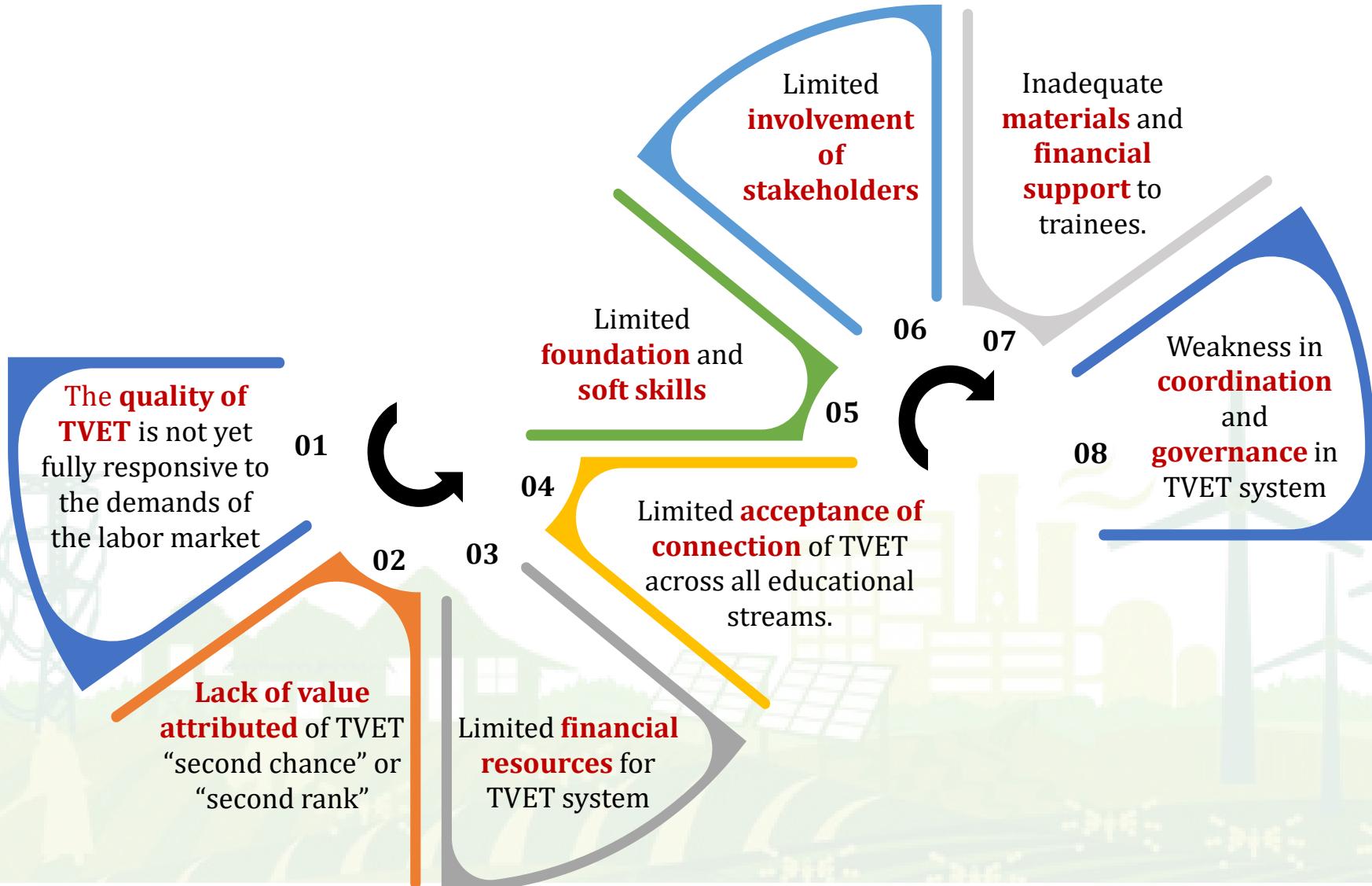
NPIA, NPIC, PPI, BIT, PTC-Kratie, RTC-Takeo, RTC-Kampot, RTC-Svay Rieng, RTC-Siem Reap, Cambodia-Thai, ITI, CGT and Kubota



## Centers of Excellence 4

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

# 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  $\approx \$70$
- 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

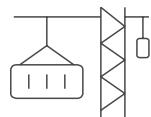
### Output 1: Quality and relevance of post-secondary TVET improved

- 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



Building Construction  
Construct 2 new buildings in Phnom Penh.

1



Building Renovation  
Renovate 1 existing building.

2



Program Modernization  
Modernize and equip laboratory equipment for 6 associated degree programs.

3

Civil Engineering



Manufacturing-Mechatronics



Electricity



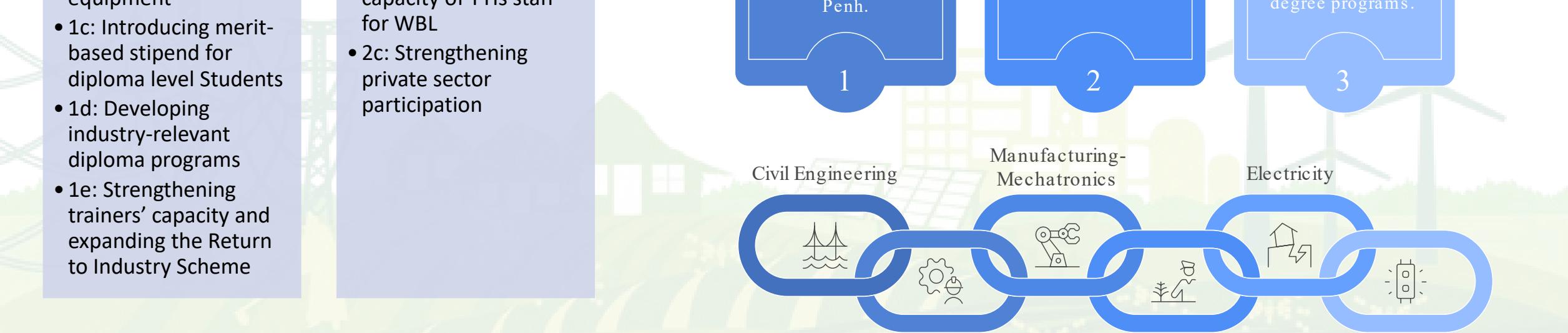
Manufacturing-Machining



Manufacturing-Agro Industry



Electronics



## 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



### CEMAT Program

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

### Institutional Mandate

Beyond education, ITC acts as a Bridge to Industry



### 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

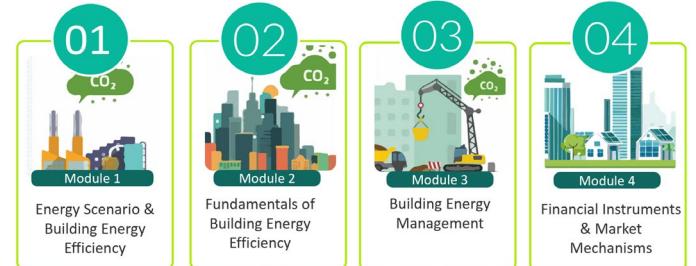


## Energy Audit



## Low carbon building training

### Training Modules



Asia Low Carbon Buildings Transition Project

## Passive Cooling Community of Practice



# Keys Takeaways



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



**Systematic TVET governance** through NTB and DGTVET 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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