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?

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 54.1% 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%).

Source: Cambodia Labour Force Survey 2019 data
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

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Population(in thousand)</th>
<th>Change in yearly average</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2019</td>
<td>2023</td>
</tr>
<tr>
<td>0-14</td>
<td>Number 4571</td>
<td>% 29.4%</td>
</tr>
<tr>
<td>15-24</td>
<td>Number 2665</td>
<td>% 17.1%</td>
</tr>
<tr>
<td>25-34</td>
<td>Number 2734</td>
<td>% 17.6%</td>
</tr>
<tr>
<td>35-44</td>
<td>Number 2059</td>
<td>% 13.2%</td>
</tr>
<tr>
<td>45-54</td>
<td>Number 1504</td>
<td>% 1.7%</td>
</tr>
<tr>
<td>55-64</td>
<td>Number 1106</td>
<td>% 7.1%</td>
</tr>
<tr>
<td>65+</td>
<td>Number 912</td>
<td>% 5.9%</td>
</tr>
<tr>
<td>Total</td>
<td>Number 15551</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: General Census 2019 and United Nation, Population Division 2022
### Educational Attainment by Age Group in 2021

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

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

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 mobile 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

1. Fact Finding
   Workshop, Study Visit Sep 2019

2. Planning
   Elaboration of PAF & CSS
   Planning of implementation
   Online meetings for Conferences

3. Acting

4. Observing

5. Reflecting