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ANNUAL PROJECT REPORT 2019

United Nations Development Programme Cambodia Promoting Decent Youth Employment in Cambodia 4 April 2019 - 31 December 2019



The launching of Technical Qualification Accounting on 07 November 2019

14 January 2020

Project ID & Title: 00109996--Promoting Decent Youth Employment in Cambodia
Duration: 4 April 2019- 31 December 2019

Total Project Budget: US\$ 1,516,080
TFD: US\$800,0000

Implementing Partners/Responsible parties: Ministry of Labor and Vocational Training, the National Employment Agency

Country Programme Outcome: CPD Output 1.4: Young women & men have opportunities to progress through access to information, skills development and improved employment policies.

Last Project Board Meeting: 4th September 2019

SDGs supported by the project: SDG4, SDG8 and SDG9

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I. Executive summary

This progress report covers the first nine months of the project implementation since its inception on 4 April 2019 following LPAC's recommendations. In the first quarter of the project implementation, the focus is given to setting up a project team, the establishment of the project board and meeting, and the work plan operationalisation. The project team (Youth Employment Coordinator and Young Graduate for Admin and Finance) was recruited and fully on board in mid-July and early August 2019 respectively. The project explored and enhanced partnerships in the youth employment and entrepreneurial ecosystem, including conducting a stakeholder mapping in relation to skills upgrading, entrepreneurship support system, and industry 4.0. Regionally, the project has forged its partnership with Youth Co: Lab on several areas of work including the promotion of business integrity for startups, social entrepreneurship and systemic solution for youth employment in Cambodia.

The project has made noticeable progress in all the major outputs. On supporting policy development related to youth employment (output one), two assessments are taking place to establish a basic understanding of the automation and technologies in garment and footwear sector and to assess the current level of digital industry literacy among young men and women in Cambodia. Both research reports are expected to be finalized in the first quarter of 2020. In relation to the skill training programme (output two), the ATQ programme has advanced to teaching stage with the first part of learning materials are procured and produced, the ATQ programme was officially launched in November 2019, and its first batch of students was enrolled in the programme. In 2020, the programme will be expanded in Siem Reap province. For the third output which is on entrepreneurs' capacity development, the project worked with a local partner to develop incubation programme for 30 young women entrepreneurs; thoroughly assessed the existing training curriculums for entrepreneurship training; agreed with a partner to organize the national dialogue to promote youth entrepreneurship and youth employment solutions. The project is at the design stage to scale up the entrepreneurship training to more youth across the country. At this stage, 1931 plus young people (38% are women) had the opportunity to be engaged in the Global Entrepreneurship Weeks organizing in Phnom Penh, Siem Reap and Kampong Cham Provinces with a vibrant entrepreneurship ecosystem and access to online investment resources for starting and growing their businesses.

Gender considerations are ensured in various aspects of the project execution, including data analysis, training opportunities, equal access to employment information, and project management. The project reached out to young men and women in both urban and rural areas. Capacity improvement of local partners, namely that of the National Employment Agency (NEA) and Kampuchea Institute of CPAs and Auditors (KICPAA) have also been observed such as the broadcasting of five 'Dr Job' series by the NEA on career counselling which attracted 107,852 (52% female) young people views, while KICCPA eventually taking leadership in executing the ATQ programme by co-facilitating the ATQ delivery committee, establish partnership with local universities and successfully mobilized 210 students enrolled in the programme.

The project implementation is not without challenges. One of the major challenges is that the project took the risk to move ahead with the procurement of ATQ learning materials despite a risk that relevant ministries and industrial regulators might come in and stand in the way. In addition, the data collection with garment and footwear factories faced with challenges and the project team needed to spend extra capacity and resource to carefully assess the entrepreneurship system before designing the training programme. Despite these challenges and risk, the project is positive about the next steps of implementation.

II. Implementation progress

The report reflects the progress of project implementation between the period of 01 April and 31 December 2019. It highlights the progress made, challenges faced, and delivery achieved. Building on the progress made from the previous project, the Promoting Youth Employment in Cambodia has made positive progress in implementing its proposed activities. The activities carried out from April 2019 to 31 December 2019 are described in the following sections.

Getting ready with the project arrangement for implementation.

This includes the recruitment of project coordinator and project assistant and convening the project board members, and work plan operationalization. By August 2019, all project staff were successfully onboard. The first project board meeting was held on 4th September 2019 participated by the representatives from the Embassy of Russian Federation, Youth Advisory Panel, Ministry of Education Youth and Sports, National Employment Agency, and National Accounting Council, to review and agree on the project work plan in 2019 and 2020. During that early stage, the project team also re-assessed the development contexts, and feasibility of project activity and target, and collaboration with all the relevant stakeholders.

Improvement of sectoral and national policies related to youth skills development and employment through policy-oriented researches and advocacy with a specific focus on Industry 4.0.

The project decided to assess and review the adaptation capacity of Cambodia's garment and footwear industry toward automation and I4.0 technologies focusing on investment decisions and plan, infrastructures, workforce arrangements, skills development, and future job opportunities for young workers. A local firm was selected through a competitive process to conduct the assessment. The final assessment report is expected in the first quarter of 2020. The findings from the assessment will strengthen the existing evidence base around Industry 4.0 in Cambodia by adding the analysis and firm-level insights from the selected sector. The result from the assessment will benefit UNDP and RGC's work on I4.0 and the digital economic policy. The assessment is also expecting some challenges such as the limited accessibility to the factory's production assembly lines, technologies and workers and limited participation of the factory management in the structured survey.

To support the growing digital economy and the development of digital literacy framework in Cambodia, the project has re-allocated some of the resources to examine the level of digital literacy among Cambodian young people focusing on employability and entrepreneurship perspective. The study is conducted between November 2019 and January 2020 covering young people in the city and provinces. The report will improve evidence on the status of digital literacy across Cambodia especially that of young people and it is expected to aid the discussions on the digital economic policy and the development of digital literacy framework of relevant ministries. The assessment required less time and resource to complete than the expected thanks to the availability of technologies deployed during the survey. During the fourth quarter, the project identified a synergy with the Ministry of Posts and Telecommunication to work on a national assessment on the ICT skill gaps for the country. This large-scale, national-level assessment is expected to produce more data and evidence on skills gaps among employers and training capacity to support the young workforce in their integration and transitions toward the digital economy.

A detailed proposal for the national platform, the national dialogue, has been approved to bring in young entrepreneurs and train them necessary entrepreneurship skills and promote stakeholder dialogue on youth employment in the context of the digital economy and industry 4.0. The Centre of Excellence at the Institute of Technology of Cambodia and the National University of Management received support from UNDP to advance their research on I4.0 technologies and digital economy curriculum.

The project has extended its support to the National Career Fair and Productivity Workshop which was organized by the National Employment Agency from 2nd to 3rd November 2019. Contributing to the awareness-raising about the future workforce and national productivity fair, two presentations have been made by two in-house experts on the opportunity and its challenge of the arrival of industrial revolution 4.0 and how could Cambodia safely pave its path into the talent pools against the adversity. The workshop had brought attention to diverse stakeholders approximately 700 people counting from academia, private sectors, supporting institutions and the government agencies.

“Dr. Job Show”, produced by NEA, is a career counselling video that give young people advice on how to choose their career path since graduating from high school till getting into the right career. Each episode has entailed different guidelines for young people for instance, how to choose the university major, prepare the resume, and how to define the decent employment. The videos series have largely reached out the young people through the social media around 107,852 (52 % female). The 5 over 7 episodes have been circulated and the other two remaining episodes will be completed and circulated for view February and March 2020.

A scalable model of Skills Training and Certification that builds on existing career/job pathways in different economic sectors

In the last two quarters of project implementation, there is significant progress made regarding the establishment of the Accountancy Technician Qualification in the country. A number of activities were implemented during the period including various meetings with a delivery committee to agree on how to run the programme, the development of learning materials, examiners’ capacity development, training of teaching staffers, exam governance, and launch event with target students, leading employers, participating universities, and key regulators. Five teaching institutions participated in the programme with 210 (50% women) students already been enrolled. The project aims to engage more universities in provinces in 2020 and there will be more students enrolled in the programme.

On the partnership with the private sector to promote SME cluster and skill training programme, the cost-sharing agreement between UNDP and a private sector namely World Bridge signed in early April 2019 to firm up the establishment of SME cluster within Industrial Park and two consultants were recruited to formulate the Investment Proposal and Investment Memorandum for the innovative SME Cluster Park, with the view to present to potential public and private financing sources; and to conduct SME Cluster Park Stakeholder Mapping Analysis in preparation to the establish the SME cluster. Given this relatively slow progress on the SMEs cluster development, the project has not made enough progress in expanding skill training programme beyond the ATQ which is to establish a skill training programme to support SME cluster.

Youth entrepreneurs have the tools needed to start their businesses, particularly in areas responsive to Industry 4.0 and the emerging digital economy

To ensure that the new package of entrepreneurship training is tailored to the need of youth entrepreneurs, the project conducted a quick but reliable assessment on the existing training programme and curriculums of the ecosystem support organizations. The assessment aims to analyze the extent to which the current training package, modules and programs tailored to the needs of youth and startups in the context of the digital economy. It identifies and recommends relevant practical training programs. The study conducted a qualitative analysis using information from 45 startups and supporting organizations consisting of incubators, accelerators, and academic institutions helping youth entrepreneurs. The findings were also validated by a consultative workshop participated by most relevant stakeholders in the entrepreneurship ecosystem.

Besides the progress on the curriculum part, the project also established a partnership with SHE INVESTMENTS, a local startup incubator, to design an incubation and acceleration programme for 30 young women entrepreneurs, running micro-businesses across the country. Through such a programme, young women will get more opportunities for capacity building, supports and networking that are crucial to their learning and business development. In December 2019, the detailed incubation and acceleration programmes were developed and the application process has started. By September 2020, the 30 young women entrepreneurs are expected to graduate and they will have been equipped with essential skills including the foundation of digital literacy skill for running their businesses.

Following the assessment and on-going consultation, the project will work with the Accelerator Labs¹ and a local organization to establish an entrepreneurship training programme for inspiring youth to start their business as well as support the early development and growth of their startups. Through the programme and learning from other incubation programs supported by the project, training materials will be compiled, documented and designed as a training curriculum for supporting the future training for youth startups.

The project also continued its support to the Young Entrepreneurs Association of Cambodia (YEAC) to promote entrepreneurship ecosystem for young people. Through the collaboration, an investment guidebook and two investment digital platform have been made available in two key provinces, Siem Reap and Kampong Cham. The guidebooks allow potential investors to have the relevant information needed for making investment decisions in the two provinces. During the course of project implementation, a simplified version of startup tax guide and tax incentives has been drafted and made available in Khmer and English language.

There were two training sessions and public forum provided to local authorities on how to use the investment guidebooks and the digital investment platform updating. This will allow the continuous update of investment guidebooks data performing by the respective local authorities which lead to the sustainability of the platform. In addition, there were 4 workshops combining the public forum and the global entrepreneurship weeks in the two provinces and Phnom Penh. 1931 (38% women) young people from Phnom Penh and provinces were exposed to entrepreneurship skills development, online investment information and networking opportunities, access to an online database of investment guides in two provinces, and the growing number of startups support programme/events in the country.

PROGRESS TOWARDS PROJECT OUTPUT

PROJECT OUTPUT 1: Improvement of sectoral and national policies related to youth skills development and employment through policy-oriented researches and advocacy with a specific focus around Industry 4.0 (I4.0)

Project Output Indicators	<i>Baseline (month/year)</i>	<i>Target (month/year)</i>	<i>Current status (month/year)</i>
<ul style="list-style-type: none"> Indicator 1.1: I4.0 Survey to gauge the employment impact of automation (focusing on youth) finalized and published 	0	2019= 0 2020= Survey on the impact of automation finalized and published	A local consulting firm, Nuppun Research, has been selected to conduct the assessment of Cambodia’s garment and footwear’s adaptation capacity towards industry 4.0. The research

¹ Accelerator Labs is a UNDP ‘s new way of working in development that will transform the collective approach by introducing new services and by accelerating the testing and dissemination of solutions.

		2021= N/A	design and tool development are expected to be finalized in January and the data collection period takes place during February and March 2020. The final assessment report is expected in April 2020.
<ul style="list-style-type: none"> Indicator 1.2: No. of model/tools options identified and piloted for enabling youth entrepreneurs to access I4.0 technologies 	0	2019= 0 2020= 1 2021= 1	<p>A detailed proposal for the national platform, the national dialogue, has been approved to bring in young entrepreneurs, train them necessary entrepreneurship skills, and support the development of their business ideas.</p> <p>Centre of Excellence at ITC and National University of Management received support from UNDP to advance their research on I4.0 technologies and digital economy curriculum.</p>
<ul style="list-style-type: none"> Indicator 1.3: The study on skills projection in response to the emerging digital economy finalized and published 	0	2019= 0 2020= Skills projection study finalized and published 2021= N/A	<p>An assessment of digital literacy among young Cambodians is taking place. The assessment surveyed approximately 1000 young people for their digital knowledge and skill set. The result from the survey will aid the digital literacy framework development of the MoEYS and MoPT. The project team is working with MoPT to move forward the ministry's plan to conduct a national survey on ICT skill gaps in the economy and policy recommendations for addressing the skill gaps brought about by the emerging digital economy.</p>
<input type="checkbox"/> delivery exceeds plan	<input checked="" type="checkbox"/> delivery in line with the plan	<input type="checkbox"/> delivery below plan	

PROJECT OUTPUT 2: A scalable model of Skills Training and Certification that builds on existing career/job pathways in different economic sectors that offer higher value-added employment in the areas of anticipated growth and comparative advantage for the Cambodia youth

Project Output Indicators	Baseline	Target	Current status (month/year)
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	<i>(month/year)</i>	<i>(month/year)</i>	
Indicator 2.1: No. of SME Clusters of Industry Park adopted career pathways for workers	0	2019= 0 2020= 1 2021= 1	The cost-sharing agreement UNDP and World Bridge signed in early April 2019 to firm up the establishment of SME cluster within Industrial Park. Two consultants are recruited to formulate the Investment Proposal and Investment Memorandum (Teaser) for the innovative SME Cluster Park, with the view to present to potential public and private financing sources; and to conduct SME Cluster Park Stakeholder Mapping Analysis
Indicator 2.2: SME Clusters skills requirement fulfilment rate	0	2019= N/A 2020= 40% 2021= 60%	No update during the reporting period.
Indicator 2.3: No. of Vocational Skills Certification scheme established	0	2019= 0 2020= 2 2021= 0	1 skill programme established: the accountancy Technician Qualification program is established. Learning materials have been procured and being translated into the local language. The ATQ is launched in November 2019 with four teaching institutions agreed to teach the ATQ in 2020.
Indicator 2.4: No. of Industry Park workers enrolled in the vocational skills certification programme	0	2019= 0 2020= 400 2021= 400	No update during the reporting period.
Indicator 2.5: No. of students enrolled in Accountancy Technical Training programmes	0	2019= 0 2020= 200 2021= 300	210 (50%) students have enrolled in the programme and more students are expected to participate once all participating teaching institutions are ready to offer the courses.
<input type="checkbox"/> delivery exceeds plan	<input checked="" type="checkbox"/> delivery in line with plan	<input type="checkbox"/> delivery below plan	

PROJECT OUTPUT 3: Youth (and young aspired entrepreneurs) are ready to start their business through entrepreneurship training

Project Output Indicators	<i>Baseline (month/year)</i>	<i>Target (month/year)</i>	<i>Current status (month/year)</i>
Indicator 3.1: Entrepreneurship training	0	2019= No 2020= Yes	A rapid assessment of the existing training curriculum and support for

package reviewed, revised, and finalized		2021= Yes	startups was conducted in December 2019. Based on the assessment, the project is designing entrepreneurship programme. A local partner is being identified to co-design, implement and develop the curriculum programme for future uses.
Indicator 3.2: Business Incubation for young entrepreneur established	0	2019= 0 2020= 1 2021= 1	An incubation programme was established for 30 young women entrepreneurs. These young entrappers are expected to graduate in September 2020. The incubation program for youth startup is at its design stage.
Indicator 3.3: No. of young (and young aspiring) entrepreneurs who received entrepreneurship training	0	2019= 0 2020= 200 2021= 200	1931(38% women) young people from Phnom Penh and provinces were exposed to entrepreneurship skills development, online investment information and networking opportunities. 1675 young people participated in the Global Entrepreneurship Weeks and startups support programmes/events in the country. 256 Young people accessed to an online database of investment guides in Siem Reap and Kompongcham provinces.
<input type="checkbox"/> delivery exceeds plan	<input checked="" type="checkbox"/> delivery in line with plan	<input type="checkbox"/> delivery below plan	

PROGRESS TOWARDS COUNTRY PROGRAMME (CPD) OUTPUT

CPD Output 1.4: Young women & men have opportunities to progress through access to information, skills development and improved employment policies.

Output Indicators	Baseline (2018)	Target (Dec 2019)	Current status (December 2019)
1.4.1 # of young women & men: a) accessing online information b) using multi-media content c) skills certification	2018 Total: 0	(a) 20,000; (b) one million; (c) 3,000 (50% women for all)	107,852 (at 52 %) young women and men have access to employment and career advice information through the development of multimedia products and information available online. 210 (50% are women) students have already enrolled in accounting skill programme. 1931 (38% women) young people across the country were exposed to entrepreneurship skills development, online investment

		information and networking opportunities.
delivery <i>exceeds</i> plan	<input checked="" type="checkbox"/> delivery <i>in line with</i> plan	<input type="checkbox"/> delivery <i>below</i> plan

Capacity Development

The improvement in the capacity of national partners due to their participation in the project implementation is observable. One of the observations is that the National Employment Agency's capacity to lead the production of video series on career pathway and guidance has been increased by the project implementation. Technical staff are now able to develop media content, effectively use production equipment for video productions, and capitalize on the availability of online tools such as youtube channel and Facebook pages to reach out to target groups. Although the quality of current media production remains to be improved, the project implementation has already built the foundation for them to continue the good work and increase their impact with better use of resources.

Second, through a partnership with ICEAW has led to upgrading KICPAA's capacity to administer the new ATQ programme. KICPAA's staff are engaged very closely on the development of ATQ programme, development of course syllabus and learning materials, and coordination among stakeholders including the relevant ministries and teaching institutions. KICPAA is expected to be able to administer the ATQ programme quality and examination governance independently from 2021. The recent partnership agreement with ICEAW has placed the capacity building of KICPAA to implement the ATQ as one of the priorities. This includes their ability to coordinate with stakeholders, ATQ governance, marketing campaigns and plan, and programme administration in general.

Gender Marker

Gender equality and women's empowerment is an integral part of the youth employment project at both the design and implementation phases. The project clearly aims to benefit an equal number of men and women in all its activities. An illustration, under the skill upgrade components and entrepreneurship capacity development, the project ensured gender parity within the trainees. At least 300 youth (67% women) participated in the launch event of ATQ, receiving useful information about the programme and employment prospect in the industry. In addition, 50% of 210 students who recently been enrolled in the ATQ programme are women..

At least 1931 (38% women) young people have benefited from a series of entrepreneurial related events organized by YEAC and at least 30 young women entrepreneurs have been prioritized in the first incubation and acceleration programme. Many of these young people are from rural areas. Under the framework of ongoing researches, the project will ensure that analysis takes into consideration gender issues and that recommendations address the gender needs.

During the planning stage of the national dialogue and future incubation programme, the project will ensure that young men and women have equal access to information and opportunities to be apart of the dialogue process. This can be done through having the selection criteria that reflect gender equality for selecting applicants and assessing the quality of their work/products. Youth from provinces and with disadvantaged backgrounds are prioritized to participate in the project activities, including the opportunity to be engaged in entrepreneurship learning and networking events.

There has been a challenge to manage the equal number of students enrolled in the accounting skilling programme as student's decisions could be influenced by a number of factors including family background, personal interest, career choices, and employers' support. A similar issue is also identified when the project tries to bring online information to young people. Recognizing the challenge, it's important that the project targets its campaigns to the specific target group and mobilize resources to support their participation in the programme. On ATQ, KICPAA can direct the scholarship funding from ICEAW to benefit the most disadvantaged students, female students, and those living in the provinces. The project also ensured that the disadvantaged group are prioritized during the selection process and whenever possible just bring the programme closer to them.

Environment and Social Safeguard

There was no major social and environmental concern raised by stakeholders during the reporting period.

South-South and Triangular Cooperation

The collaboration between the project team in the Country Office (CO) and the Regional Youth Co: Lab have been forged on several areas of work. The CO team was closely engaged with the regional office's initiative to develop the first business integrity toolkit for small business and startups in the region. This engagement has paved the way for the future interventions of the country office on promoting business integrity cultures among youth entrepreneurs and startups. Second, the Regional Youth Co: Lab also supports the country team to design the first-ever

national dialogue in Cambodia. This collaboration will create an opportunity for Cambodian youths to learn essential entrepreneurship skill and ecosystem in the country and regional level. Third, the regional office also supports the CO team to explore innovative approach by testing the system mapping exercise on youth employment in key stakeholders. The exercise resulted in further understand the youth employment system and potential invention to accelerate progress on improving youth employment in the country.

Innovation

Rather than spending all resources toward the refinement and development of the curriculum of entrepreneurship training, the project allocated a small proportion of available funding to conduct a quick assessment on the existing curriculum; the project team is taking an innovative approach by designing a unique, national incubation programme for young people. The project will work with CO team, Acceleration Lab, and key partners in the entrepreneurship ecosystem to design and run the programme and advance the learning materials into an entrepreneurship training curriculum which can be used and scaled to create more impact on youth people in the future.

Partnership with the Russian Federation

The partnership with the Russian Federation during this early phase of project implementation only limited to the engagement of the representative (first secretary) from the Embassy of Russia in the LPAC meeting and the first project board to provide inputs and strategic direction to the project. The project also wishes to explore in utilization Russian expertise in the area of I4.0 as well as incubation program. In this regard, the facilitation from the Trust Fund secretariat with the Russian experts/institutions are highly appreciated.

Communication and Visibility

The project team ensured that the Russian Federations are acknowledged in all the project activities by project grantees and contractors. The flag of Russian Federations is printed on all communication materials including the even backdrops, bags, posters, guidebooks and online materials. Event supported through the project includes two public forum and 4 events of Global Entrepreneurship Week were made possible to promote investment guidebooks and digital investment platforms, and digital economy startups in Phnom Penh, Siem Reap and Kampong Charm provinces, 2019 National Productivity and Career Fair, the ATQ Launch Event, and consultative workshop on entrepreneurship training package.

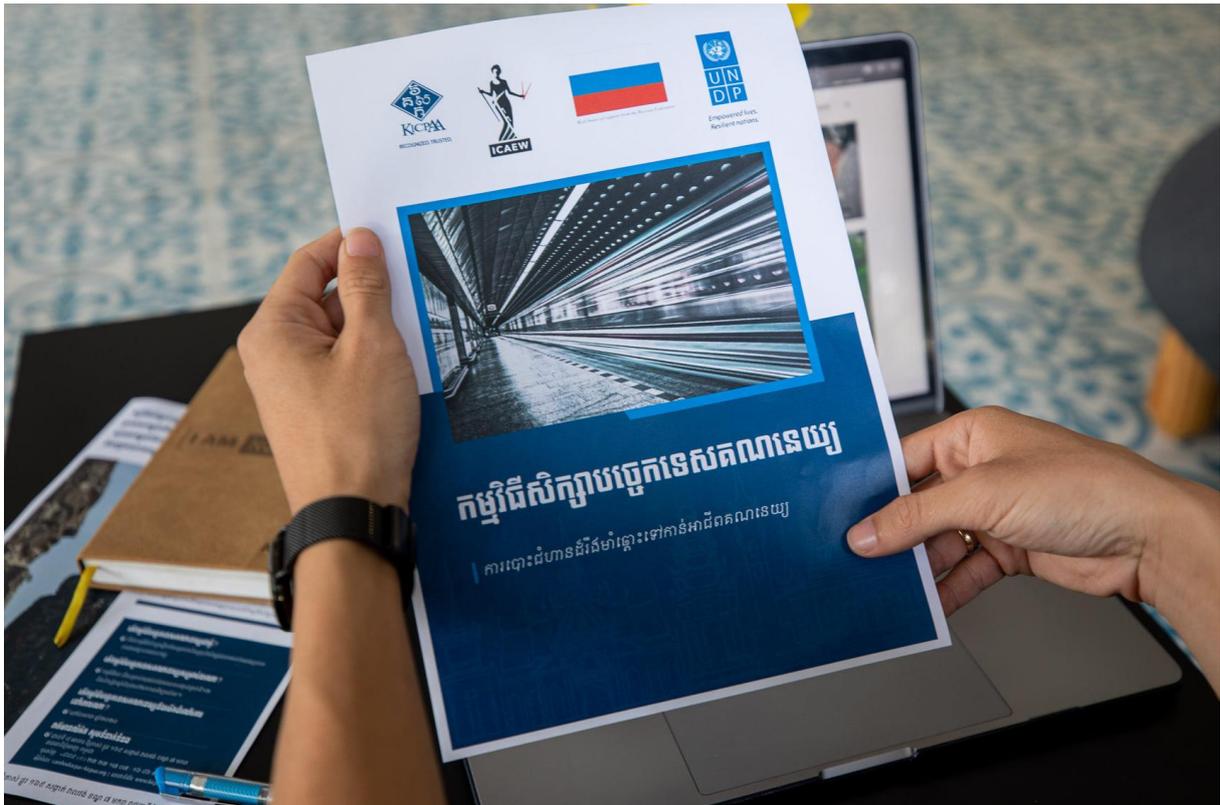


Figure 1 Brochure of the Accounting Technician Qualification



Figure 2 National Career Fair and Productivity Workshop



Figure 3 Social Media Poster for the women owned business program



Figure 4 The Global Entrepreneurship Week

Partnerships

Below are the key partners that have been engaged during the start-up of the project.

Key Partners	Areas of Partnership
Special Economic Zone/SEZ, Industrial Park, and Cluster of Enterprises	Through the partnership with World Bridge, the establishment of an enterprise cluster is being initiated. The career pathway and skills needed identification will be explored.
Ministry of Labour and Vocational Training (MLVT) and National Employment Agency (NEA)	UNDP has a long partnership with the National Employment Agency through a series of youth employment initiative including providing career guidance and pre-employment skills to young job seekers using multi-media platform. The project currently is exploring on the continuation of the partnership in the areas of career pathway/guidance for workers using multi-media approaches.
National Accounting Council (NAC) and the Kampuchea Institute of Certified Public Accountants and Auditors (KICPAA)	The project engaged with KICPAA and NAC through the ATQ initiative. The role of KICPAA is to administrate ATQ exam while the NAC serving as a legal authority on the endorsement ATQ framework.
Young Entrepreneur Association of Cambodia (YEAC)	The project worked with YEAC to digitalize the investment guidebook portal to be more searchable and accessible for youth business start-up. The project is also exploring the incentive modality to promote private sectors investment in youth skills building and the advancement of an entrepreneurship training package to fit with emerging Industry 4.0 and digital economic.
She Investments	A woman-led social enterprise that provides business support venture for women entrepreneurs. The project has established a partnership with SHE INVESTMENTS to provide tailored incubation and acceleration programs for 30 young women operating small businesses across Cambodia.
Youth Co:lab Regional Hub	The project worked extensively to explore synergies between Youth Co:lab Regional Hub. Two initiatives have been identified for collaboration and scaling up the impact on youth engagement with technologies, employment and entrepreneurship. The initiatives include the system mapping exercise for youth employment and National Dialogue.
Entrepreneurship Development Fund of the Ministry of Economy and Finance	An informal engagement took place in 2019 to learn from one another and identify synergies for collaboration. The MEF is going to launch a number of programs in early 2020 to promote entrepreneurship and skill development in Cambodia.
General Department of Information and Communication Technology (ICT) and NIPTICT	An initial discussion around the research on digital literacy and the national framework for digital literacy. The project will consult closely with the Department on work related to digital literacy. The discussion on the ICT skills assessment is developing and the project is exploring synergies and area of collaboration on the initiative.

Impact Hub Phnom Penh	The impact has been selected to support the project team to organize the national dialogue for youth employment in the context of i4.0 and the digital economy and entrepreneurship.
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Lessons learned

Lesson 1: Benefiting from internet connectivity. The online platform and online content emerged and even proven as the most effective and low-cost means for reaching out to young people as more and more young Cambodians have access to a smartphone and internet connectivity. Online content and channels such as YouTube and Facebook pages made it easier for the project team to have concrete output indicators for measuring result, feedback from target group and impact.

Lesson 2: Employer Association as a networking platform for building entrepreneurship ecosystem and resource mobilization. Continued engagement with the employer association, specifically the Young Entrepreneurs Association of Cambodia, provides a platform and linkage to a much broader private sector ecosystem in the country and useful insights for leveraging future project designs and implementation. The project benefited greatly from such engagement in terms of expanding and linking young people to skilling and employment opportunities as they are preparing themselves to participate in this fast-growing economy. It was noted that the networking platform provides a great opportunity for resource mobilization. For instance, YEAC managed to increase the number of global entrepreneurship week events from 1 to 4 events in different places and tripled the number of beneficiaries from the original plan.

Lesson 3: Congested workplan leads to reduced quality of work. Although most of the planned activity was delivered in a timely manner and with a good result, the amount of work to be accomplished in the last quarter of 2019 was relatively congested; and there were also additional ad hoc activities during the period. This somehow affected the quality of service delivery. For instance, due to time constraint, there was not enough time for the application process to allow more service providers to participate in the bidding process, resulting in limited options.

III. Project implementation challenges

a. Updated project risks and actions

Project Risk 1:

The attempt to establish an SME cluster park might take longer time than expected which posts a risk of not being able to establish another skill certification programme to support the SME cluster. Before the skill certificate programme can be established for workers working in the SME cluster park, the SME cluster development should have been in a more advanced stage. Therefore, this process might need more time to achieve and there is a risk that the SME cluster would only be established after the project timeframe.

Actions taken: The project monitored the progress closely with the Private Sector team and also started identifying other opportunities for developing a skill certification programme. This includes the review of regulations that required skill training in certain industry/factory and existing skill programme that needs certain reinforcement and scaling.

Project Risk 2:

Limited collaboration from the management of garment factories and relevant stakeholders has affected the data collection of research the sector's adaptation capacity toward automation and technologies adoption.

Actions taken: The project will work with the consulting firm to ensure that the sampling methods are responsive and robust enough in case of access denied. The project seeks support from Better Factories Cambodia, GMAC and Brands to convince factories to participate in the survey.

b. Updated project issues and actions

Project Issue 1:

There are a few issues related to the implementation of the Accountancy Technical qualification programme. First, there has been a challenge in getting the ATQ programme accredited by the Cambodia Qualifications Framework. Second, there is some anxiety among the first batch of participating universities in integrating and embedding the ATQ programme into their existing curriculum. There is also concern about the delayed production of learning materials and the discussion around the right to use the existing publications on Cambodia's taxation as the learning materials for TQ 7 and 8.

Actions taken: To minimize the consequences that might be caused by the qualification issue as well as to move on to implementation stage, ATQ program is now run as a skill qualification programme only which aims fundamentally to add value to students in terms of skill recognized. Students will get two certificates: one from KICPAA and one from training organization, however, the teaching university can do assess methods to do credit transfer. The project also made clear that the learning materials are already procured and shared with all teaching institutions. The discussion has been started among key stakeholders around how KICPAA should address the procurement of TQ 7 and 8. To support the student's participation in the programme, the project ensured that its partner, ICEAW, materializes their scholarship funding promise and KICPAA's plan to bring students into the programme.

Project Issue 2:

The development of entrepreneurship training packages (either paper version or digital versions) did not happen as plan. The chance is high that the refined learning materials might not be much consumed by entrepreneurs and entrepreneurs support organizations in the ecosystem if we go straight to producing the curriculum and placing it into practice. A reason is that the curriculum has not been tested for its suitability and relevance. It needs to be carried forward by a local organization mandated to promote the entrepreneurship in the country.

Actions taken: The existing training materials and approach are carefully assessed for their relevance. Then, the project considered taking a more innovative approach through developing and testing, with a local partner, an entrepreneurship programme for a group of young entrepreneurs. Building on that, the learning materials and training modules will be documented and adjusted for future uses. This approach gives the project enough space to innovate, learn and better address the needs of the target group.

Project Issue 3: The available resource was not enough, and the right partnership was not established on time to carry out a national assessment on ICT skills needed in the digital economy; therefore, the skill projection research was postponed.

Actions taken: Alternatively, an assessment on digital literacy among youth which also benefits the policymaking related to digital literacy and economic policy. Recently, the project has explored collaboration with the Ministry of Posts and Telecommunication to move ahead with a proposal to conduct a national survey on the ICT skills needed by employers in the context of the digital economy and appropriate training programme to bridge this skill gaps.

IV. Future Plan

The key priorities until the end of 200 includes:

PRIORITIES	TIMEFRAME			
	Q1	Q2	Q3	Q4
- Complete I4.0 Survey to gauge the employment impact of automation and research on digital literacy for employability and entrepreneurship for youth in response to the emerging digital economy.	X	X		
- Conduct national assessment on ICT Skill projection in the digital economy	X	X	X	X
- ATQ implementation, expansion plan and KICPAA's capacity development	X	X	X	X
- Implement incubation programme with She Investments	X	X	X	X
- Organise the first national dialogue for youth employment and youth entrepreneurship.	X	X		
- Design entrepreneurship program and curriculum for youth entrepreneurs (for more young people).	X	X	X	X
- Continue partnership with NEA, including the work on increasing online information and career guidance		X	X	X
- Partnership with YEAC to promote entrepreneurship ecosystem and youth participation.			X	X

V. Financial status and utilization

Table 1: Funding Contribution overview (April to December 2019)

Allocated Resources	Committed	Actual Fund Received	Fund to be Received	Note
• TRAC-00012:				
2019	68,000.00	136,000.00		In 2019, TRAC has been committed with the amount of USD 68,000 during the Board meeting on 04 September 2019, but it was agreed by management to top up the TRAC fund in the amount of USD 68,000.00. Therefore the amount of TRAC became USD 136,000 in 2019.
2020	100,000.00		100,000.00	
2021	132,000.00		132,000.00	
Total TRAC-00012	300,000.00	136,000.00	232,000.00	

• Russian-TFD-00206:				
2019	500,000.00	500,000.00		Fund received in May 2019 for the first installment
2020-2021	300,000.00		300,000.00	
Total Russian TFD-00206	800,000.00	500,000.00	300,000.00	
• Parallel fund				
SDC (UNJP project)	208,515.39	208,515.39		Based on BRV-G02, and actual fund available from SDC-UNJP Project
Worlbridge	-		-	
To be mobilized	207,564.61		207,564.61	
Total Parallel Fund	416,080.00	208,515.39	207,564.61	
Total Project Resource	1,516,080.00	844,515.39	739,564.61	

Table 2: Funding Balance Up-to-date (April to December 2019)

Allocated Resources	Actual Fund Received	Expense	Rate of Delivery (%)
• TRAC-00012: 2019	136,000.00	136,000.00	0%
• Russian-TFD-00206: 2019	500,000.00	184,051.02	37%
• Parallel fund (SDC)	208,515.39	208,515.39	100%
Total	844,515.39	528,566.41	63%

Table 3: Cumulative expenditure by Activity (in Atlas format) [project start date to Dec 2019]

Expected Project outputs	Plan Activities	2019 (Youth Employment project)			2019-2021 (Youth Employment project)			2019-2021 (Parallel fund)			2019-2021 Total project budget		
		Budget	Expense (Apr-Dec)	Delivery rate (%)	Budget	Expense (Apr-Dec)	Delivery rate (%)	Budget	Expense (Apr-Dec)	Delivery rate (%)	Budget	Expense (Apr-Dec)	Delivery rate (%)
Output# 1: Improvement of sectoral and national policies related to youth skills development and employment through policy-oriented researches and advocacy with a specific focus around Industry 4.0 (I4.0)	Total Activity#1.1: Review and gauge the impact on employment of I4.0 technologies/ automation with a focus on youth	35,000.00	7,183.00	21%	37,000.00	7,183.00	19%	-	-	0%	37,000.00	7,183.00	19%
	Total Activity#1.2: Outreach and sensitization to examine methods to connect youth entrepreneurs to I4.0 technologies, and pilot some of these tools	0.00	-	0%	10,000.00	0.00	0%	-	-	0%	10,000.00	-	0%
	Total Activity#1.3: Study on skill projection in response to the emerging digital economy	20,000.00	13,200.00	66%	30,000.00	13,200.00	44%	-	-	0%	30,000.00	13,200.00	44%
Total Output #1		55,000.00	20,383.00	63%	77,000.00	20,383	26%	-	-	0%	77,000.00	-	0%
Outcome#2: A scalable model of Skills Training and Certification that builds on existing career/job pathways in different economic sectors that offer higher	Total Activity#2.1: Develop and implement career pathway for factory workers.	-	-	0%	0.00	0.00	0%	25,925.93	-	0%	25,925.93	-	0%
	Total Activity#2.2: Develop and apply Vocational Skills Certification scheme to companies' training programme	-	-	0%	0.00	0.00	0%	-	-	0%	-	-	0%

value-added employment in the areas of anticipated growth and comparative advantage for the Cambodia youth	(MoU <u>signed</u>).												
	Total Activity#2.3: Develop and roll out new training programmes.	-	-	0%	0.00	0.00	0%	140,740.74		0%	140,740.74	-	0%
	Total Activity#2.4: Develop and roll out "Accountancy" Technical Qualification	134,557.50	127,026.70	94%	302,300.00	127,026.70	42%	30,000.00	100,442.50	0%	332,300.00	227,469.20	68%
	Total Activity#2.5: Explore financial and other incentives to encourage employers to invest in training	0.00	-	0%	0.00	0.00	0%			0%	-	-	0%
Total Output #2		134,557.50	127,026.70	94%	302,300.00	127,026.70	42%	196,666.67	100,442.50	51%	498,966.67	227,469.20	46%
Output#3: Youth (and young aspired entrepreneurs) are ready to start their business through entrepreneurship training	Total Activity#3.1: Develop tailored entrepreneurship training package.	5,000.00	8,607.40	172%	50,000.00	8,607.40	17%	-	-	0%	50,000.00	8,607.40	17%
	Total Activity#3.2: Establish partnership with training service providers (public and/or private) for business incubation.	-	-	0%	-	-	0%	-	-	0%	-	-	0%
	Total Activity#3.3: Enrol and train young (and young aspired) entrepreneurs	38,000.00	75,801.90	199%	212,869.93	75,801.90	36%	182,709.74	58,794.37	32%	395,579.67	134,596.27	34%
Total Output #3		43,000.00	84,409.30	196%	262,869.93	84,409.30	32%	182,709.74	58,794.37	32%	445,579.67	143,203.67	32%
	Total Activity#4: Project management and technical support	89,442.13	74,599.12	83%	398,570.81	74,599.12	19%	7,157.87	35,637.33	498%	405,728.68	110,236.45	27%
Total Budget(Net)		321,999.63	306,418.12	95%	1,040,740.74	306,418.12	29%	386,534.28	194,874.20	50%	1,427,275.02	480,909.32	34%
Total General Management Support Cost(GMS-8%)		20,319.97	13,633.41	67%	59,259.26	13,633.41	23%	29,545.72	13,641.19	46%	88,804.98	27,274.60	31%
Total Budget		342,319.60	320,051.53	93%	1,100,000.00	320,051.53	29%	416,080.00	208,515.39	50%	1,516,080.00	528,566.92	35%

