

MINUTES

Local Project Appraisal Committee (LPAC) Meeting

'Promoting Decent Youth Employment in Cambodia'

Date: 31 October 2018

Time: 14:00-16:00

Venue: FAO Meeting, Building 5, UNDP, Phnom Penh of Cambodia

ATTENDANCE:

1. Mr. Nick Beresford, Country Director of UNDP (Chair)
2. Dr. Rany Pen, Head of Programme Unit, UNDP
3. Ms. Amara Bou, Programme Analyst, UNDP
4. H.E Dr. Mey Kalyan, Chairman of Board of Royal University of Phnom Penh
5. Lars Svensson, Project Director, SIDA
6. Sophorn Tous, Consultant, UNDP
7. Mrs. Sou Socheata , Program Coordinator, ILO
8. Mr. Kurilov Maxim, 2nd secretary, Russian Embassy
9. Ms. Sydney Nhamo, PME, UNICEF
10. Ms. Yen Zeng, Partnership Building Specialist, UNV
11. Ms. Chann Shouly, UNV
12. Mr. Sun Samoeun, HR, Special Economic Zone
13. Mr. Samreth Chedthaphirum, Director, CDC/CRDB
14. Ms. Chong Vandara, Program Officer, UNFPA
15. Ms. Uch Sereyroth, Officer, MoLVT
16. H.E Laov Him, Director General of TVET, MoLVT
17. Mr. Khuon Sovannara, Deputy Director, NEA
18. Ms. Keo Rattana, Advisor, NEA
19. Ms. Sry Bopharath, Research, CDRI
20. H.E Tauch Choeun, Director General of Youth, MoEYS
21. Dr. Siem Monileak, Acting Executive Director, KICPAA
22. Mr. Clark Lin, Program Manager, UNV
23. Ms. Lang Sok, Policy Analyst, UNDP
24. Ms. Nimnuon IvEk, Oversight Analyst, UNDP
25. Ms. Anika Funk, JPC, Intern
26. Ms. Moeko Saito Jensen, Policy Specialist, UNDP
27. Mr. Sovannarith Hang, Policy Analyst, UNDP

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28. Ms. Sakshi Jain, JPC, UNDP

AGENDA:

- Welcome Remarks
- Overview of the agenda items
- Presentation of the draft Project Document
- Discussion on the project document
- Consensus: recommendation to approve, reject or revise the proposal project document
- Conclusion and closing remarks

INTRODUCTION:

The LPAC meeting for the above mentioned project was conducted on 31 October 2018 at UNDP Country Office and chaired by Mr. Nick Beresford, Country Director of UNDP.

The main objective of the meeting was to review and appraise the proposed project against the key dimensions including a) clarity in the project objectives, strategy, implementation arrangement and governance structure; and b) clarity in definition of results, achievable approach and plan, realistic and justifiable budget, and complete and comprehensive identification of risks.

FOLLOWING THE AGENDA:

1) Welcome Remarks

The meeting began with welcome remarks by Mr. Nick Beresford, Country Director of UNDP Cambodia, expressing his gratitude for the support that all partners have extended to the project. He emphasized the centrality of the Royal Government of Cambodia's (RGC) Rectangular Strategy Phase 4 in all UNDP programs. He also expressed that youth are key to Cambodia's growth as 2/3rd of the country's population is comprised of people under 30 years of age. Youth are also central to the United Nations Global Strategy Initiative Youth 2030 which aligns with the SDG Agenda that by 2030 all young people are involved in either employment, education or training.

In Cambodia, UNDP's expertise lies in providing research to support the RGC in designing policies that helps regulate labour market. Being a middle-income country, Cambodia has a vast scope for improving employment prospects and upgrade skills of the labour force.

So far, Cambodia's success story is driven by private sector investment in unskilled labour. But given the Cambodia's transition to a middle-income country, it is time to adapt the labour force's skills accordingly. Industry 4.0, entrepreneurship, and innovation, all go hand in hand in upgrading the labour force's skill-set. It is crucial to ensure that this project contributes to this goal.

2) Overview of the agenda items

3) Presentation of the draft Project Document

The meeting was continued with a presentation by Ms. Sophorn Tous, UNDP Consultant on the draft Project Document, highlight the following points. *(Please refer to 'Annex 3' for detail presentation)*

- a) Background
- b) Strategy
- c) Results and Resource Framework
- d) Project Implementation Modality
- e) Management arrangements
- f) Role of Project Board
- g) Monitoring and Evaluation
- h) Risk Management
- i) Workplan and Budget

This presentation featured the whole concept of the Project Document in summary to open for discussion on each of the foregoing points.

4) Key Discussion Points on the Project Documents

Key ideas	Raised and Clarified (by)	Specific Discussion/Suggestion/Clarification
Logistics		
Improving career pathways is employers' responsibility – what is the involvement of the private sector in this area?	SIDA/UNDP	<p>In Cambodia, workers in low-paid factory jobs, especially women, do not see a career pathway in their current occupation. They see their current position as a medium to achieve their goal of saving enough funds to start their own businesses/SMEs. It is critical to inform workers of the possibilities of career growth within factory and manufacturing settings.</p> <p>UNDP offers to assess capacity and support organizations via training, and since last year there have been discussions with various private sector organizations including Worldbridge –</p>

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		however there hasn't been any agreement yet.
There are \$400,000 to be mobilized for the current project, does UNDP have a plan on how this will be achieved?	ILO/UNDP	UNDP has been in consultations with many new partners including the Russian Federation and People's Republic of China, so there are many prospective new donors.
Which subgroup among youth are the focus of the project?	UNV/UNDP	The current project focuses on low-skilled young people from urban and rural areas who are already in workforce but are stuck in vulnerable employment and are seeking better jobs. Our main beneficiaries will be youth aged 15-30 who have low education attainment (primary and low secondary) and low skillset.
Project board members	ILO/UNDP	For the effective oversight and functioning of project board, UNDP is trying to minimize the number of board members. The composition of the project will be based the nature of strategic inventions. It is subjected to further discussion if additional board members are needed to be added into existing list
Presentation diagram of all stakeholders must include donors	RUPP/UNDP	Duly noted, to be corrected.
Clarification on Project/deliverables		
Output 2/Act.2.2 - Which occupation will the skills certification program focus on?	ILO/UNDP/UNV	Currently, accounting is the focus, and the list will be expanded with further research. UNV suggested including soft/competency skills in addition to accountancy and hard skills.
How does the project complement/relate to UNJP on employment and other current youth-related projects different UN agencies are working on?	ILO + UNV/UNDP	Current phase of the UNJP on Employment is ending in 2019. Thus, this project aims to complement the objectives of the UNJP while focusing on key issues that aren't included or emphasized in UNJP: <ul style="list-style-type: none"> • Industry 4.0

		<ul style="list-style-type: none"> • Industrial skills, such as accounting and others subject to further research • We recognize that entrepreneurship is an area addressing by many players including CSOs, UN agencies and private sector organization. UNDP focus will be ensuring complementary to existing efforts through south-south cooperation and collaboration with youth co-Lab of UNDP regional Bangkok in which they could provide innovation solution to youth entrepreneurs.
Ideas for restructuring/modifying the project		
<p>Scope of the project: Given the budget, it is advisable to revise the scope of the project to focus on a few key priorities. Are we focusing on project/programme/ or policy? What is the economic efficiency expected from the project and what results are expected from the project?</p>	RUPP/UNDP	The key idea is that the project will help Cambodian youth get meaningful and sustainable jobs and in turn help Cambodia achieve economies of scale such that dependence on foreign human capital will be lessened. The project scope needs to be revised to clean some aspirational language and focus on evidence-based research, such as the suggested partnership with KICPAA.
<p>What is the big idea to solve youth's problem? What is the project rationale? It is unclear what will be done and how it will solve the issues of youth in Cambodia, esp. given budget.</p>	RUPP/MOE/MoLVT/MOEYS	<p>Lowering barriers to education is the main idea that will make youth more resilient. To do this, it is crucial to ensure that the costs of the project are justified by the value added that the outputs bring.</p> <p>There is a lack of standard job requirements for many TVET jobs – some employers may have uniform standards but there are no clear industry standards for most TVET jobs. This project can</p>

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		<p>support with research for this issue. Additionally, Cambodia needs technical assistance from developed countries in clarifying the prospects of TVET, as many people who have undertaken TVET are doing same jobs as they were before.</p> <p>Research on what type of support should be provide to young SMEs to help then grow sustainably. And how should this be done?</p>
Does the project address the needs for labour?	SIDA/MoLVT	The project should focus on the mismatch of skills in the labour market→ there are many different types of labour (unskilled/low/semi/high-skilled) with different types of educational attainment (70% of garment factory workers only finished primary school), so it is imperative to focus on one target group and work on their growth given the small budget of the project.
<p><u>Industry 4.0 for Cambodia</u> The project doesn't mention industrial development policy (2015-2025). How can Cambodia, in its current stage, utilize Industry 4.0?</p>	CDC/UNDP	While Industry 4.0 and the level of skills it needs is a long journey for Cambodia, it must still be included in the project because it is a global phenomenon and Cambodia will be affected by it. Cambodia might not create I4.0 technology yet but will still adapt and be affected by it. I4.0 is relevant because young people, given the right skills, can work for industries likes FinTech experience positive growth in their employment prospects.
Career guidance	KICPAA/SEZ	<p>This project can focus on researching ways in which high schools can provide guidance to young people to select their career paths, many people choose what their parents suggest or what their friends are doing – so providing correct career guidance is imperative.</p> <p>This project can provide avenues for communication between schools and</p>

		employers to ensure there is two-way communication on what the needs of the labour market are and what type of careers young people should choose.
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5) Consensus: Recommendation of LPAC Members to Approve, Reject or Revise the Proposed Project

The LPAC members recognized the importance of the project in addressing youth employment challenges in Cambodia, however, suggested some further refinement to ensure clarity in its approaches/activities and shaping the scope to meet the reality of the budget.

6) Conclusion and Closing Remark

The meeting was concluded by Mr. Nick Beresford in agreement with the LPAC members to proceed the project with the conditions to adjust the project documents following the recommendation as mentioned above. He thanked everyone present for their active participation and feedback. He reinforced that the project's scope needs to be redefined in consultation with relevant stakeholders. He thanked Mr. Kurilov Maxim for the Russian Federation's support of the project and assured him that UNDP will modify the project to ensure that the project contributes to the decent employment and growth of Cambodian youth in an efficient and meaningful way.

Approved by:

Date: 19 November 2018



Mr. Nick Beresford

Chair of LPAC,

Country Director

UNDP Cambodia





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Annex 1:

AGENDA

**Local Project Appraisal Committee (LPAC) Meeting
'For Promoting Decent Youth Employment in Cambodia'**

31st October 2018, 14:00 – 16:00

FAO Meeting Room

Time	Description	Facilitator
14:00 – 14:15	Welcome Remarks	Mr Nick Beresford, Country Director, UNDP
14:15 – 14:45	Presentation of the draft Project Document: <ul style="list-style-type: none">• Background/rational• Strategy/ Theory of Change• Result Resource Framework• Management and coordination arrangements• Workplan and budget plan	Sophorn Tous, UNDP Consultant
14:45 – 15:30	Discussion on the programme document	Mr. Nick Beresford
15:30 – 15:45	Consensus: Recommendation of LPAC members to approve, reject or revise the proposed programme	Mr. Nick Beresford
15:45 – 16:00	Conclusion and closing remarks	Mr. Nick Beresford

ATTENDANCE LIST

Local Project Appraisal Committee (LPAC) Meeting

For Promoting Decent Youth Employment in Cambodia

Date: 31st October 2018 (14:00- 16:00)

FAO Meeting Room



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Promoting Decent Youth Employment in Cambodia

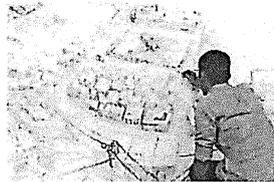
(2019 – 2021)



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Local Project Appraisal Committee (LPAC) Meeting

31 October 2018 (2-4 pm)

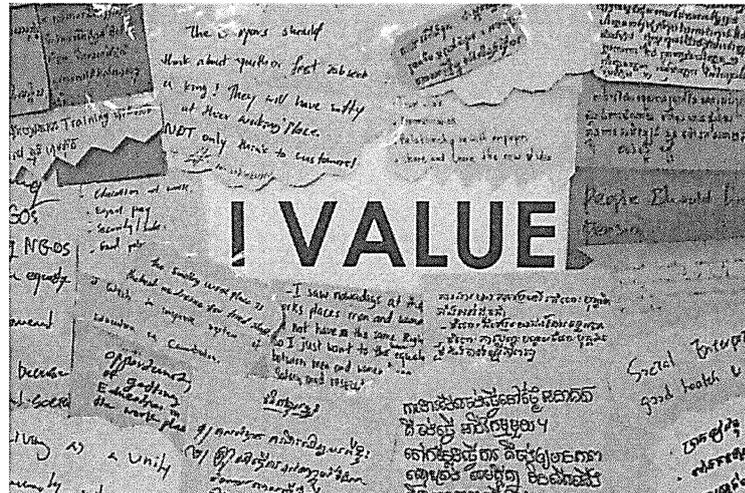


Outline

- Rationale
- Challenges
- UNDP and Youth in Cambodia
- Strategy
- Objectives
- Theory of Change
- Results Framework
- Indicative Resources
- Project Modality
- Management Arrangement
- Role of Project Board
- Monitoring and Evaluation
- Risk Management and Mitigation
- Workplan and Budget Plan

Rationale

- Young population:
 - People under the age of 30: 2/3 of total population,
 - Annual grow rate: 1.6%,
 - Working age population: 43% are youth,
 - Demographic dividend



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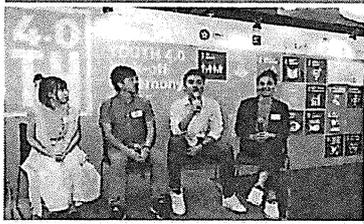
Challenges

- 50% of all youth in waged employment are under-educated and engaged in low-skilled labours,
- Skill mismatch: required skills by employers vs. available skills in the market,
- Lack of Confident and Limited Skills & knowledge,
- Lack of Capital and technology access,
- Limited skill training programmes in response to the needs of the market (including skills introduced through the industrial modernisation),
- Limited access to information and guidance on career pathway and skill and employment opportunities,
- Social and gender norms and family's economic situation constrain youth's choice of education and career aspiration,
- Limited understanding of the impacts and opportunities provided by the I4.0,
- Need to introduce and reinforce incentive scheme for employers to invest in staff's skill development,

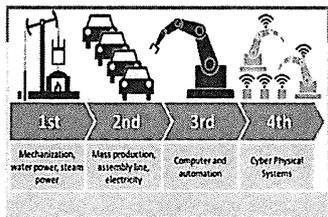
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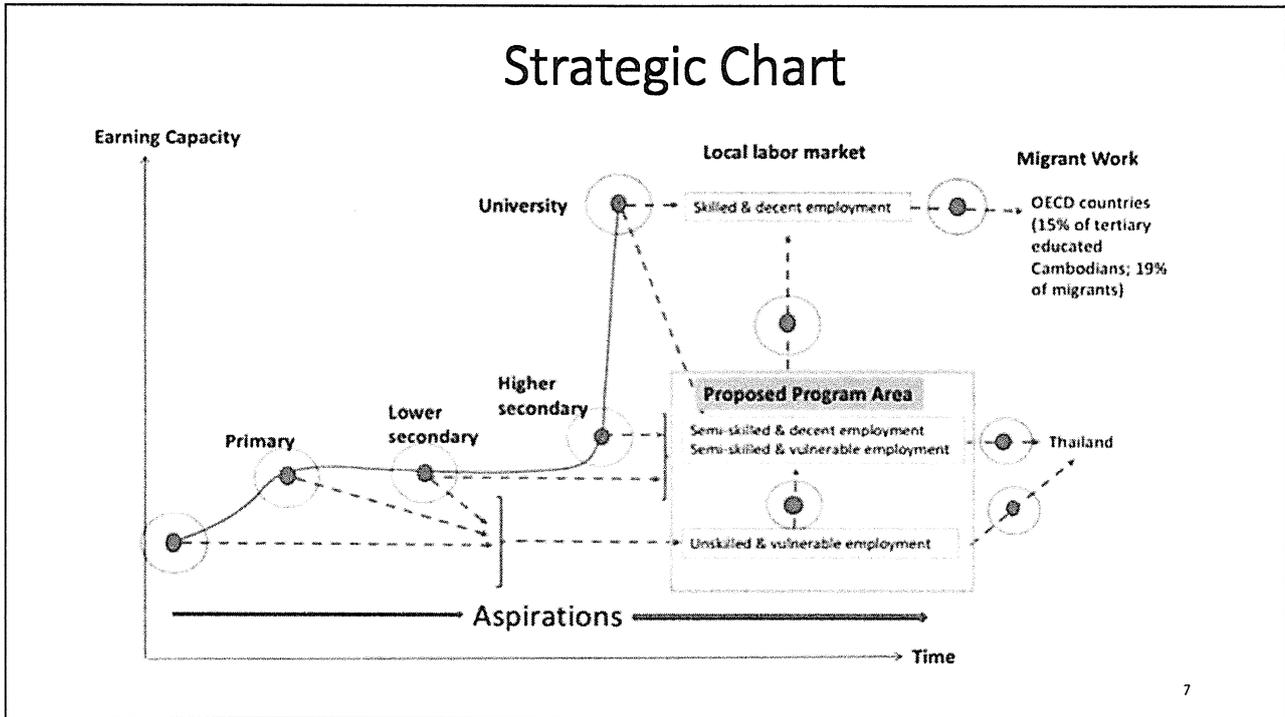
UNDP and Youth in Cambodia – Our Works

<p>UNDP (in partnership with SIDA, BBC, NEA, CDDP, YEAC etc.)</p>	<p>The Multi-media Initiative for Youth Project (MIY)</p> <ul style="list-style-type: none"> The project address the issues and needs of youth in urban and rural areas (aged 15-30), and especially young women who are in unemployment or in vulnerable employment to access to better knowledge, to improve soft skills and the confidence to identify suitable jobs.
	<p>Youth Co: Lab (UNDP Bangkok Regional Hub)</p> <ul style="list-style-type: none"> It's a youth entrepreneurship initiative, which positions young people front and center in order to solve the region's most pressing challenges and it can be reinforced to enable young people to take the lead on new solutions that meet the SGDs. Idea Hubs & Innovative Solutions: connect young social entrepreneurs with leaders, business, incubators and accelerators in order to develop ideas and business models for social impact in their communities.
<p>(ILO, UNDP, UNESCO, UNICEF, and UNV)</p>	<p>UNJP on Youth Employment</p> <ul style="list-style-type: none"> Increase access to quality formal and informal education including volunteerism to develop relevant technical and vocational skills, including recognition and accreditation frameworks; increase entrepreneurial and business skills to create sustainable enterprises; and promote young workers rights and reducing abuse and discrimination at work. Employability skills, researches on challenges and opportunities for youth with disabilities to access to employment. <p style="text-align: right;">5</p>

UNDP and Youth in Cambodia – Our Works

	<p>Policy – Industry 4.0</p> <ul style="list-style-type: none"> Policy response—Industry 4.0 partnership between RGC + development partners + academia to inform policymakers and businesses at all levels; develop a national response led by the Government; and take practical measures to ensure upgrading and diversification of the economy.
	<p>Cassava – Upgrading Value Chain</p> <ul style="list-style-type: none"> The initiatives seek to increase the quality of Cambodia's cassava production, to improve processing and transformation techniques, to raise the standards of Cambodia's cassava exporters and their products to meet existing and new market requirements upgrading value chain through investment in production, processing and export in partnership with private sector.
	<p>Project to Support the Leading the Way for Gender Equality Program (PSLWGEP)</p> <ul style="list-style-type: none"> The project focus on strengthening the capacity and coordination role of the national machinery in mainstreaming gender across government, mobilizing funding for gender mainstreaming, raising and public behavioral changes (including in relations to education and employment). <p style="text-align: right;">6</p>

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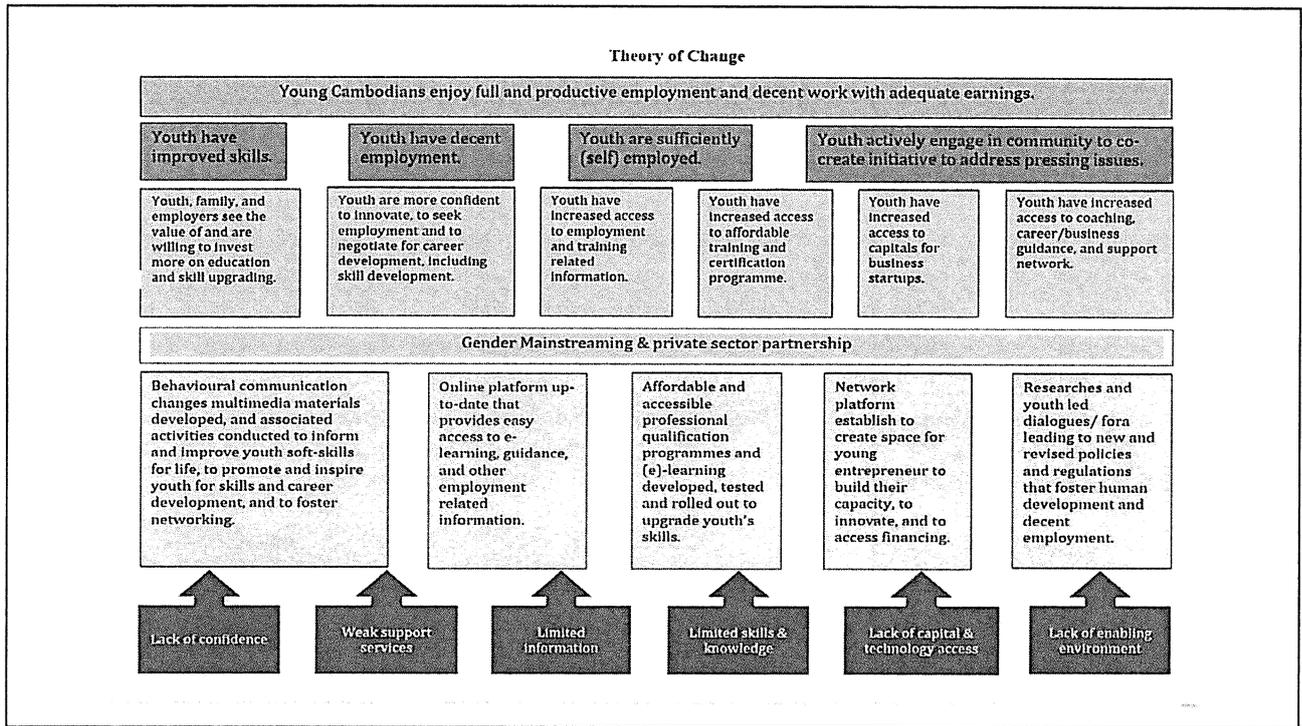


Objectives

- 1) To improve the sectoral and national policies related to youth skills development and employment through policy-oriented researches and advocacy;
- 2) To increase human capital for a better and decent employment, to enable young working age Cambodia to participate in the dynamics of rising income from higher value-added manufacturing and services;
- 3) And to increase young entrepreneurs' capability by equipping them with entrepreneurial skills that will allow them to start up business in both rural and urban areas.

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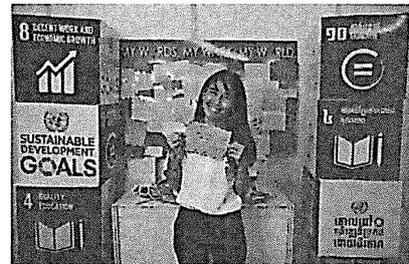
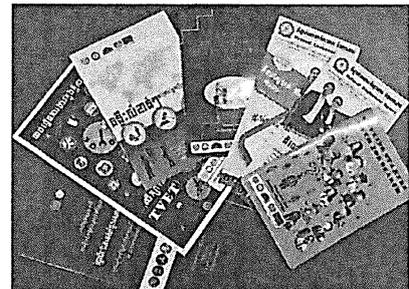
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Strategy

The project seeks to empower youth by focusing on three interrelated approaches:

- **Policy-oriented researches:** feed into high level policy dialogues leading to the adoption and/or revision of existing policies to benefit youth and their well-beings.
- **Skill Development:** qualification and certification programme allowing youth to upgrade their skills.
- **Entrepreneurship Development:** for young aspired entrepreneurs.



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Results Framework

UNDAF/Country [or Global/Regional] Programme Results and Resource Framework:

By 2023, women and men in Cambodia, in particular the marginalized and vulnerable, benefit from expanded opportunities for decent work and technological innovations; and participate in a growing, more productive and competitive economy, that is also fairer and environmentally sustainable.

Outcome indicators

Output 1.2:

Government fosters productivity alongside inclusive/ sustainable growth

Indicator 1.2.1:

of adopted relevant RGC policies, plans and strategies supported by UNDP BASELINE (2018): 2, TARGET: 7, Data Resource: National reports

Output 1.4:

Young women & men have opportunities to progress through access to information, skills development and improved employment policies

Indicator 1.4.1:

of young women & men a) accessing on line information b) using multi-media content c) skills certification
BAELINE (2018): a.-c. 0, TARGET: a. 20,000; b. one million c. 3000 (50% women for all), Data Resource: NEA

Indicator 1.4.2:

of youth and gender responsive government employment policies
BASELINE (2018): 0, TARGET: 1, Data resource: Government Gazette, Project reports.

Results Framework (Cont.)

EXPECTED OUTPUTS

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)

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

Output 3

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

OUTPUT INDICATORS:

1.1: I4.0 Survey to gauge employment impacts of automation (focussing on youth) finalized and published.

1.2: Models developed and piloted for enabling youth entrepreneurs to access I4.0 technologies

1.3: Study on skill projection in response to emerging digital economy finalized and published

2.1: Career pathway for factory workers developed and implemented

2.2: Vocational Skills Certification scheme established for companies-based training programme (MoU signed)

2.3: No. of workers (disaggregated by sex) received training through Vocational Skills Certification scheme

2.4: Accountancy Technical Qualification developed

2.5: Partnership with training service providers (public and/or private) established

2.6: No. of examiners and trainers received training

2.7: No. of students enrolled in Accountancy Technical Training programmes

3.1: Entrepreneurship training package revised, finalized, and produced

3.2: Partnership with training service providers (public and/or private) established

3.3: No. of young (and young aspired) entrepreneurs received entrepreneurship training

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