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The Russian Federation-UNDP Trust Fund for Development

PROMOTING DECENT YOUTH EMPLOYMENT IN CAMBODIA

Cambodia

Annual report 2020

The template of Project Annual Narrative and Financial Progress Report approved by the 6th meeting of the TFD Steering Committee in 2017, technical update in 2020

The Russian Federation-UNDP Trust Fund for Development (TFD)
Project Annual Narrative and Financial Progress Report

Project title:	Promoting Decent Youth Employment in Cambodia
Atlas Project ID:	00109996
Implementing partner:	Ministry of Labor and Vocational Training, the National Employment Agency
Project budget:	Total: US\$ 1,516,080 TFD: US\$ 800,000
Financing attracted since project start:	During the implementation period, the project received additional fund from the Ministry of Economy and Finance through Khmer Enterprise and the Private Sector (Smart Axiata and 3E-Fii) Direct contribution to project budget: USD35,000 Parallel financing: USD313,080 In-kind financing:
Project start and end date:	4 April 2019- 31 December 2021
Reporting Period:	01 January-31 December 2020
Date of the last Project Board meeting:	21 October 2020
SDGs supported by the project:	Goals 4, 8 & 9

1. EXECUTIVE SUMMARY

The Promoting Decent Youth Employment Project (PDYEC) begins its implementation in the second quarter of 2019. This Annual Progress report covers the period between 01 January 2020 and 31 December 2020 of the project implementation. It captures key aspects of project implementation which include management, key deliverables, partnership building, risk and challenges and lessons learned, and financial management of the project.

Since its inception, PDYEC progresses significantly and remains on track to achieving all the major commitments. The effort to generate scientific evidence for supporting policy development related to promote youth employment in the context of industry 4.0 and the digital economy have been materialized. The two sectoral surveys on industry 4.0 adaption in the garment and footwear sectors and digital skills have passed its data collection stages with preliminary results being disseminated with stakeholders for feedback. The digital literacy assessment among Cambodian youth was completed and disseminated with development partners and concerned ministries working in the same thematic area. The partnership with the National Institute of Posts, Telecommunications, and ICT to assess Digital Skill gaps progresses significantly and expects to complete the assessment in the second quarter of 2021. The result from these studies are expected to play as a key input for developing country's digital economy master plan and skill development roadmap/framework for Cambodia.

The establishment of Accounting Technical Qualification remains on course to provide a skill upgrading platform to young Cambodians wanting to move up in their career steps. Course syllabus was finalized in early 2020 and 6 out of 8 learning materials have been completed and made available to teaching universities. Positively, the local institution, KICPAA, has taken up more ownership over the ATQ programme and re-affirm its commitment to drive the development of ATQ from 2021 onwards. On the downside, the progress of teaching, learning and first ATQ exam has been dragged by the covid-19 triggered frequent shutdowns of the public and private schools and universities across the country. To adapt with this external pandemic shock, the ATQ teaching programme has been trying to turn it into an online teaching format, though often faced with limited access to teaching infrastructures, effective methods, teacher's capacity and student's participation.

The contribution of the project in the development youth entrepreneurs' capacity, startups and the whole entrepreneurship ecosystem begins to emerge, albeit the execution period is yet to be concluded. As of this reporting period, at least 131 youth entrepreneurs representing 7 startups and 30 small enterprises completed intensive and rigorous business training programme. These businesses and startups are already employing people and gaining key investment tractions. Networks of mentors, advisors, investors, and support organizations have been galvanized to support young people starting businesses. Combining results in 2019 and 2020 together, the project has physically engaged no fewer than 2416 young people (app. 40% women) and achieved 47000 meaningful online engagements via expanded partnership with the Young Entrepreneurs Association of Cambodia (YEAC) in organizing global entrepreneurship weeks and discussions around digital skills and digital readiness for Cambodia's SMEs.

PDYEC continues to contribute and drive the country's effort around providing career development opportunities to young job seekers and curating dialogues to bridge the skills gaps in Cambodia's labour market. Through partnerships with the National Employment Agency (NEA) and BRH-Youth Co:lab, 600 plus youths were directly engaged and no fewer than half a million people reached via social media platforms as the National Dialogue was organised. The NEA continued media content productions on career guidance, organized virtual job matching events and extended the UNDP-NEA partnership to promote youth workforce productivity.

The project implementation is not without challenges. Two sources of risk stood out during the reporting period. First, COVID19 continues to be a challenge for the project execution, especially the implementation of ATQ workplan. One of the coping strategies for this challenge is that the project shifted to focus on what could be delivered by local partners while continue receiving technical support from ICAEW virtually. Second, the plan to develop Skill Programme in the SME Industrial Park suffered a blow due to the uncertainty around the progress of SME cluster industrial park development. Given the project timeframe, it would be unrealistic to pursue this result. Hence, the project board decided to drop the output and direct team energy and resources with other priorities.

In 2020, the project committed to deliver USD 596,885.64. The actual spending was USD 420,832.60, equivalent to 74 percent of the budget plan. A relatively low delivery result is mainly influenced by the changes in delivery strategies driven by Covid-19 and delay of ATQ related workplan.

2. RESULTS

Overall, the problem analysis, objectives and the project designs remain highly relevant to development context and the needs in Cambodia' effort to address youth employment. Cambodia still needs more evidence and ongoing analysis related to the impact of emerging the digital economy and industry 4.0 on the economy and in particular the labor market and its youth bulge. Skill development ecosystem, alternative skill training platforms to formal education and youth entrepreneurship are perceived to be crucial in supporting youth to get decent employment and government's transition to the digital economy. Despite that there are two aspects of change observed during the project implementation.

One of the project's early assumptions was that through business incubation models, the project would benefit a higher number of young entrepreneurs while ensuring sufficient and tailored supports to their business ideas or startups. However, things turned out differently. Startups support is a delicate process and required intensive resources if support to be effective and meaningful. Learning from designing and running such support programme and incubations, the capacity of young, aspired entrepreneurs and the stage of startups are at different levels. This resulted in a slight change to the original thinking and design. The project had to be more targeting, limit the number of youth/startups receiving support and offer support to young entrepreneurs and startups beyond skill training. Further supports include co-working space, pre-seed funding, mentorship programme and access to advisory services and investment platforms. In addition, the project learned that any attempt to develop entrepreneurship training curriculum and expect the curriculum to be relevant and fit-for-all young entrepreneurs would end up with disappointing

results. Therefore, lesson learnt approach and guiding framework for related programme designers would serve better and stay relevant in the long-term. The project identified that a localized and trusted mentoring programme has potential to enable more flexible and broader access to young entrepreneurs and MSMEs even they are not participating in any incubation or acceleration programme.

The collaboration between the project team in the Country Office (CO) and the Regional Youth Co: Lab in 2020 resulted in a few impactful initiatives carried out as a part of PDYEC. The first National Dialogue focus on Jobs in the i4.0 context and scaling up of business integrity programme for youth entrepreneurs. In 2021, the project has decided to join hands with the Co:lab team to scale up mover programme and youth engagement in Cambodia. There have been changes in project personnel during 2020 which had impact on the project implementation. A project assistant left the team and her replacement was made accordingly. The project also onboarded two interns to aid the project implementation especially around the promotion of business integrity in the entrepreneurial ecosystem and design of next project cycle. In addition to the individual consultants and service providers constructed in 2019, the project engaged an individual consultant and a service provider in 2020 to support the execution of youth startups incubation programme.

Two project Board Meetings convened in 2020, in February and October, to review the progress of the project, integration of additional funding to the budget plan, and agree on the following year's work plan and budget. A noticeable decision from the project board meeting on the October 20, 2020 is that Output 2.1 which focuses on the development of skill training for SME Clusters is removed from the project's result framework at least during this project cycle. The removal allows the team with more energy to concentrate more on covid19 responses, including supporting SMEs to capitalize on ecommerce potentials and jobs creation for affected workers.

Progress Toward Outputs

Output1: 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.

Assessing Cambodian Youth Digital Literacy: The project completed the assessment on the level of digital literacy among Cambodian young people focusing on employability and entrepreneurship perspectives. The [report](#) was made public and shared with key audience during October 2020. The findings has provided more insights and reality of youth's digital readiness and current access to related training across surveyed geographical areas, improving the evidence on the status of digital literacy across Cambodia and aiding the discussions on the digital economic policy and the development of the digital literacy framework of relevant ministries. A case in point, the report was shared directly with the Ministry of Posts and Telecommunications and technical working group working on the design and implementation of the digital skill assessment and key partners designing programme to address skill development.



Rolling out of National Assessment on Digital Skills: partnering with the Ministry of Posts and Telecommunication through the National Institute of Posts, Telecommunication and ICT, the project has rolled out a national-scale assessment on digital skills in Cambodia's higher education institutions and labour market. The assessment targets a large-scale data collection from 1000 youth respondents, 20 universities, and 300 firms. As of the reporting date, data is analysed, preliminary results tabulated and presented to key stakeholders. Since this assessment is owned and led by the Ministry, there have been close engagement and ongoing consultation with key officials involved directly with developing policies to address digital upskilling. For that reason, some of the key findings missing from the preliminarily findings have been identified and data collection scope has been adjusted to obtained key data, leading to 3 months delay of draft report until February 2021.

Assessing Country's Adaptation Capacity to Industry 4.0: In recent years, UNDP Cambodia has been driving the discussions around the emerging Industry 4.0 in Cambodia's economy. Efforts are made to generate evidence on the potential impact of Industry 4.0-related technologies on key sectors of the economy. Aligning with this thematic focus as well as the objective of PDYEC, a sectoral survey "Review of Cambodia's Garment Industry Adaptation toward Automation/Technologies Focusing on Youth Employment and Skills Development" is carried out by Nuppun Research and Consulting throughout 2020. Despite challenges brought by the Covid-19 pandemic and restricted access to factories, 63 factories have participated in the survey.

The survey database was shared with the experts from University of Cambridge for analysis in the support of the I4.0 scoping report. The project team have received the first draft report in December 2020 and working on the feedback and quality improvement of the report. The findings will immediately benefit ongoing work between UNDP, UN agencies (UNIDO and ILO), and the Ministry of Economy and Finance in shaping relevant policies, including interventions to address skills gap in the workforce.

In parallel with research work, the project also allocated resources and energy to shape the public dialogue around Industry 4.0 and the digital economy among policymakers, employers, training institutions and employment programmes, and youth. UNDP Cambodia together with partners made available a series of dialogue and engagement platforms. First, with the National University of Management, a conference on Youth and Technology in Cambodia was organized to engage policymakers and students. Second, the Center of Excellence under the Institute of Technology of Cambodia is supported and engaged to promote I4.0 technologies. Third, the project partnered with and mobilized supports from the regional team, Youth Co: lab, to bring the 1st National Dialogue to Cambodia and engage youth interested in the future jobs, skills needed in the emerging digital economy, I4.0 technologies, and entrepreneurship. The dialogues attracted direct involvement from over 1993 young men and women (56%). Besides, the whole event reached a total of 518,705 audiences on social media posts and saw a total of 18,275 video views (45.2% women) made available on the social media platform. The box below contains some feedback from the National Dialogue participants.

The Impact

Feedback from event feedback form: We sent out a survey to all of the participants who had registered and joined this program, 51 of them have responded to the survey. Here are some of the most significant findings:

What participants said they learnt from the events:

"Know more about trends that the world is adopting and needing. Especially, Cambodian situation where we need more potential human resources as we are in the industry 4.0 era, so digital technology knowledge is very important in order to improve our country."

"Even though we are from Accountant, Marketing, IT major, the knowledge of using technology tools are very important which improve people's living standard and human development."

"It is with my great excitement to join this session. I received such useful information about the future need of youth skill from the committee and other information about the

Feedback quotes from the participants:

"It is with my great excitement to join this session. I received such useful information about the future need of youth skill from the committee and other information about the current trend, especially during Covid-19 and Industrial revolution 4.0"

"Because this program is so good, it allowed me to learn new and different knowledge and I will share what I learned to other people"

"This program help me to understand the skills gap that young people have, as well as help identify the future of work more clearly"

"Because I like to feed myself with new knowledge and I found these sessions are quite interesting to wake me up. And the speakers are much more experienced in various fields that share the lessons with us and this attracted me to take a chance to join."

Output2: A scalable model of Skills Training and Certification that builds on existing career/job pathways in different economic sectors.

ATQ Implementation: In the first two quarters of project implementation, there had been 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 tuition providers participated in the programme with 350 (50% women) students enrolled in the programme.

However, the project experienced a significant slow progress in 2020. Two major reasons have been identified to have caused this slowness. First, Covid-19 pandemic prevented the implementing partners, ICAEW, from traveling and delivering output based on the agreed workplan. The pandemic also disrupted the teaching and learning of the participating universities throughout 2020 and prevented the first ATQ examination from happening. Second, the election and the slow transition to the new General Committee Members of KICPAA somehow affected the implementation of ATQ Programme. The project team and implementing partners which include KICPAA and ICAEW have assessed the new possibilities involving the development of the KICPAA's Online Student Hub, production of video lectures for all the ATQ modules, and establishment of Examination Lab attached to KICPAA's office. However, the effort is put off due to concerns that such move might misalign with long-term strategy of ATQ as well as programme credibility.

Despite all of these challenges, light begins to emerge at the end of tunnel. Discussions were held between UNDP, KICPAA and ICAEW to review the progress of ATQ and examine new strategic directions in the coming years, resulting in KICPAA accepted more responsibility and increased its ownership and leadership in taking ATQ forwards. The first formal partnership is expected in the first quarter of 2021 between UNDP and KICPAA. The key outputs for 2021 will including the return to teaching and learning of ATQ students in participating university; the finalization of remaining learning materials TQ 7 & 8; the first exams are organized for ATQ students; the roll out of mass marketing and employers engagement.

Skill Certification Programme for SME Cluster Park: During the initial phase of project implementation, a cost-sharing agreement UNDP and 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.

Given the fact that the attainment of skill certification programme for SME Cluster Park is highly dependent of the success of the establishment of SME cluster, it is highly unlikely that the skill certification programme could be designed and established for SME's workers within the project period. Recognizing this challenge, the Project Board has decided to leave this output out of the project result framework for this implementation period. While this removal allows the project team with resource and time to focus on supporting SMEs and job creation for out of work employees due to covid-19 crisis, the project team is also identifying opportunities emerge elsewhere for Skill Certification Initiatives. This might include the potential to certify skilled workers in the construction sector enabled by a growing startup, HomeApp, supported by another initiative under the project.

Output3: Youth entrepreneurs have the tools needed to start their businesses, particularly in areas responsive to Industry 4.0 and the emerging digital economy.

Exploring New Approach to Entrepreneurship Training: ensuring that the idea to develop a new package of entrepreneurship training stays relevant beyond the programme and is tailored to the need of youth entrepreneurs, a quick but reliable assessment on the existing training programme and curriculums of the ecosystem support organizations was conducted in December 2020. Using insights from relevant stakeholders in the entrepreneurship ecosystem and 45 startups and supporting organizations consisting of incubators, accelerators, and academic institutions helping youth entrepreneurs, the assessment analyzed the extent to which the current training package, modules and programs needed youth and startups in the context of the digital economy. It identified new ways of entrepreneurship training that led to the design of Bluetribe Incubation Programme in early 2020.

Bluetribe Incubation Programme: following the above assessment, the project worked with UNDP's Acceleration Lab, Khmer Enterprise, and two other companies (Smart Axiatia & 3E-Fii) 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.

Twenty potential founders (42% female) were selected out 300 plus applicants and admitted to the programme through a highly competitive selection process. Three founders dropped out due to personal reasons, including the decision to take up a decent career opportunity. The programme runs for 25 weeks and there have been 25 workshops and 12 sessions/events organized as of reporting date. In the curriculum, Venture Formation phase started on 13 July 2020 and ended on 14 August 2020. Incubation Phase 1 had ended at Prototype Day on 28 October 2020. The Incubation Phase 2 started on 29 October 2020 and there was a larger focus on customized support for the startups.

At a higher output level, seven startups building business models in telemedicine, construction, care economy, transportation, and ecotourism sectors have submitted their business plan and presented to advisors and stakeholders for feedback, these have been conducted via weekly pitches and September Showcase. The startups completed the phase 2 and revealed their startups on Demo Day where they are given chance to pitch their business modal and products to a wider ecosystem audience including potential investors. The programme also provided business registration support

for startups who are prepared to incorporate their company and/or need to register to receive investment/funding. In collaboration with UNDP Cambodia, Khmer Enterprise and 3E-Fii Group, at least two startups participating in Bluetribe program are receiving financial and professional support for business registration. The curriculum and lessons learned from the programme will be refined and documented to provide a roadmap for the future design of the entrepreneurship programme in Cambodia's context.

Looking further into the impact level, one of these startups, [KLEMBOX](#), has already accelerated digital and project based learning in public schools by deploying experiential learning kits alongside an offline learning lab and tested this with 4 public schools in the provinces. Another startup, [HOMEAPP](#), progressed significantly in terms of business model and financial success. Below is an unedited reflection email from one of the startups gone through Bluetribe:

I am Hongleang, representative of HOMEAPP ASIA¹, and I would like to thank you for your value time and effort to guide or share us value experiences that we might not have a chance outside. For 6 months, we have learned a lot such as talking to users, defining business model, forecasting, or projecting financial, and strategizing to market...etc.

Before Bluetribe, we hadn't had a clear goal and vision, and we haven't thought much about growth rate to prepare fundraising, and specially we don't know any investors, and any networks for cooperation in our business.

During around 6 months with program, everything is quite good because we knew what we should expense and when we should invest to grow in term of business 'scale. Moreover, our business is growing much if comparing before program (around 20-30% and some month growing 100% in revenue). This growing brought us more confidence with our business that we want to achieve hundred million dollars in 3 three years and unicorn company in 10 years.

Last but not lease, our team determined that we will scale our business as much as possible in Cambodia and ASEAN Countries such as Vietnam; Thailand and Myanmar.

Best Regards,



Hongleang KONG
CEO of HOMEAPP

¹ Notes: HomeApp is growing quickly since joining the programme and now is in the process of business registration with the Ministry of Commerce. They achieved 400k in revenue from sales and added a few more employees in 2020. The startup is perceived to have potential to make more and better jobs in the construction sector.

www.homeappasia.com

Supporting Young Women Entrepreneurs: Following the partnership with SHE INVESTMENTS was established and the designs of the programme was agreed in the 4th quarter of 2019, the Incubation and Acceleration Programme took place throughout 2020 where 30 young and novice women entrepreneurs successfully completed their the curricular training on managing and scaling micro and small enterprises. Going through the programme, young women entrepreneurs had received support and unique opportunities for capacity building, mentorship and networking that are crucial to their learning and business development.

As of this reporting period, 27 women have successfully graduated from their incubation and acceleration programme which guided them through curricular courses on women empowerment and business management skills. The key learning topics include Gender Discussions, Goal Setting, Personal Finance, Marketing Strategies, Business Financial Management, Human Resource Management, Leadership, Business Model and Plan, Business Presentation, and Digital Marketing.

There have been noticeable examples of positive change in participants' business operations. Almost all the enterprise's owners recognized and managed to have a proper business plan and better cash flow management and tools. Others have decided to move away from traditional ways or family style of business management, made more use of available digital technologies, and introduced their business management structure the first time. Whilst it is still in the programme, seven women owned enterprises experienced an increase in sales revenue and all participating businesses have survived the Covid-19 pandemic. Bellow quotes are the testimonials from the programme participants:

Participants	What does the participant say about the programme?
Ms. Vann Sina, Incubator Programme	<i>After I learnt this session, I can know clearly how-to catch-up target customer, how can I take attractive words to touch their heart and gain trust from my customers to buy my product. I can recognize target customer better than before.</i>
Ms. Sreypouv, Incubator Programme	<i>She is happy because she can have process to recruit staff to relate with her vision is not like before she only interview and then pass to work but after almost of her staff resigned. So it is not good for her company.</i>
Ms.Sar Leakhena, Incubator Programme	<i>After attending the session, I admit our branding is really important to promote business, increase sale, expand our business and build our branding more popular, for product knowledge is really important to everyone in our business.</i>
Ms. Sim Sotheary, Accelerator Programme	<i>"I feel appreciated for SHE Investments, providing women in Cambodia such an amazing opportunity and I am so grateful for SHE staffs who are very supportive. I am really happy getting to know other participants who are very brave and opened mind in sharing their ideas. More importantly, I am really thankful for the funding opportunity from the donor, UNDP, thanks for supporting SHE in</i>

	<p><i>this Accelerator program. My last message to all women entrepreneurs is, you all are amazing, so keep improving yourself, be brave and do not be afraid to show off yourself in competitive situations or events. Lastly, I really hope that SHE would have more courses and programs to support other women business owners to upgrade their business management skills and knowledge.”</i></p>
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Building Entrepreneurship Ecosystem: The project also continued its support to the Young Entrepreneurs Association of Cambodia (YEAC) to promote entrepreneurship ecosystem for young people. Following the 2020 collaboration on an investment guidebook and digital platforms, startup tax guide and tax incentives, the project worked with YEAC on scaling up global entrepreneurship weeks in five more provinces in 2020 and piloted a Junior Entrepreneurs Programme (JEP) for 30 Cambodian’s young men and women. The JEP is designed to offer the opportunity to young people to get access to introductory courses and workshops about entrepreneurship, build essential skills, and connect to successful entrepreneurs in YEAC’s network. 28 (11 women) young entrepreneurs completed the programme and at least 5 of them are connected to internship opportunities and exposed to entrepreneurial experiences within the YEAC network.

An Estimate of the Number of Direct and Indirect beneficiaries.

The project estimates the number of reached direct beneficiaries at 30090 persons (49% women). This number includes the young entrepreneurs gone through programme supported by the project, those participated in project events, and engaged with any of the project activities themselves. The audience (18275) who viewed the sessions and videos from the National Dialogue was also included.

The project estimates the number of reached indirect beneficiaries at 836021 persons. This number include those who potentially benefit indirectly from the project which might include the number of employees employed by startups and SMEs supported by the programme, those reached by media content, workers in the garment sectors and general youths that could benefit from knowledge and information project produces and related policy decision and interventions triggered by project activities and policy evidence. It is a challenge to estimate the number of women; however, the garment sector employs over 800000 workers of which over 85% are female workers.

Mid-Term Evaluation

During the early stage of implementation, the project team has identified that the timeline for project execution is relatively short and the project will have not produced significant results and impacts to be captured by any assessment; thus, the midterm evaluation is not recommended during 2020. The first project board meeting on 04 September 2020 approved merging the midterm evaluation and final evaluation and the unspent financial resource due to the change be re-allocated accordingly to other project activities that need additional funding.

As a part of project monitoring, three Board Meetings were organised to present the progress and challenges faced by the project implementation. Advice and inputs from board members were used

to decide major decisions. The project conducted visits to where project partners delivered the activities and collected periodic reports from partners and relevant consultants. Meetings were held with implementing partners especially with partners outside of the country to revisit workplan and project approach. The final evaluation is planned in the 4th quarter of 2021.

3. PROJECT RISKS

Project Risk 1: ATQ programme suffers more than other initiatives from covid-19 pandemic. The delay of the ATQ implementation by ICAEW is expected while online learning supports are being assessed and rolled out. Second, KICPAA's election for new general committee was organised and the new president was elected. The overhaul of the KICPAA's strategic directions led to some changes in the ATQ implementation.

Actions taken: Project agreed with ICAEW to delay the activities and visits of ICAEW team to Cambodia to the end of the 1st Quarter, 2021. If the situation does not allow the planned activities to take place, ICAEW will submit their revised delivery plan for review and approval from UNDP. In parallel, the project is working closely with KICPAA's secretariat and keeping conversations with the new committee members, aiming to feed them information and finding ways forward that serve the best interest of KICPAA's values, accounting sector and opportunities for youth in the country. A UNDP-KICPAA partnership review meeting was organised in December 2020 to assess the progress and agree on the direction of ATQ. In 2021, KICPAA agreed to lead more activities, reducing reliance on ICAEW.

Project Risk 2: The attempt to establish an SME cluster park becomes unrealistic, posting a risk of not being able to establish a subsequent 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.

Actions taken: The project monitored the progress closely with the Private Sector team and started identifying other opportunities for developing a skill certification programme. The issues were raised to the 3rd Board Meeting for consideration and suggestion. As a result, the project board decided to drop this output at least during this project cycle.

Project Risk 3: 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 worked with the consulting firm to ensure that the sampling methods are responsive and robust enough in case of access denied. The project sought support from Better Factories Cambodia, GMAC and Brands to convince factories to participate in the survey while employing virtual methods for data collection and key informant interviews. A more specialized UN agencies, ILO and UNIDO, are engaged in the process.

4. LESSONS LEARNT (1-2 pages)

Lesson1: Digital means have huge potential to engage young people. COVID-19 has pushed the project implementation towards using digital tools and platforms to deliver activities. At first, there was uncertainty around the effectiveness of the methods and technical errors and the lack of

interest of youth and the general audience due to their limited skill and low access to the internet. After completing a few online workshops, the results are more positive, and the level of engagement remains interactive and meaningful. In terms of reaching youth, online conferences and social media posts reached many people more with less cost. For instance, all the workshop series and panel discussions in the National Dialogue alone reached more than half a million social media users. Among these people, at least over 18000 accounts viewed the posted videos. This result encourages the project team to go on and take the COVID-19 situation as an opportunity to capitalize on the available technologies to achieve project objectives especially output related to digital skill development. 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.

Lesson2: Employers’ 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. Youth who attended in the Junior Entrepreneurs Programme received employment, internship and business opportunities made available by companies in the network. It was also 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.

Lesson3: Bluetribe incubation programme changed the entrepreneurship training landscape in the country: Bluetribe is an incubation programme introduced to provide an opportunity to fully committed entrepreneurs, to uncover Cambodia’s next generation of entrepreneurs and supercharge their ambition by accelerating access to intensive entrepreneurship training, mentorship and funding to startup and growth their business ideas. Since the inception of Bluetribe, we have learned the following lessons:

- The programme is highly in demand in the emerging startup ecosystem in Cambodia and young founders who decided and are committed to building their new startups.
- Bluetribe also connects the dots for investment networks and platforms in the country since it is the first programme in the country to bring on board local and regional startup mentors and advisors.
- The project also learned that there are many young Cambodians with little knowledge and information about entrepreneurship needs support, suggesting more targeting interventions are required in the country to raise the general understanding of entrepreneurship and startups ecosystem.
- Highly targeted support such as Bluetribe approach is essential for helping high potential early startups to get into the market and positioning themselves.

- Selection of startups, the type of business and the quality of the team to be given support is utmost important and could play a major part in startups's progress and success.

5. FUTURE PLANS (1 page)

PRIORITIES	TIMEFRAME			
	Q1	Q2	Q3	Q4
- Conclude I4.0 Survey to gauge the employment impact of automation and report launching.	X			
- Working with Center of Excellence to promote youth interest in I4.0 tech	X	X	X	
- Conclude the national assessment on ICT Skill and findings dissemination	X	X		
- Formalize partnership with KICPAA and ATQ long term strategic plan.	X	X	X	X
- Conclude incubation programme with She Investments and reporting.	X			
- Documentation and guidebook on entrepreneurship program and curriculum + follow up actions with start-ups & entrepreneurs	X	X	X	X
- Continue partnership with NEA to implement current LoA and explore partnership around expanding career guidance beyond media production (Dr. Job) and annual career forum.	X	X	X	
- Partnership with YEAC to scale up youth entrepreneurship training.	X	X	x	
- Regional Collaboration on Movers Programme	X	X	X	
- Project evaluation, impact measurement and closure			X	X

There are a few areas initiatives that can be explored and scaled up. Building on what UNDP Cambodia has been doing on skills development in the digital economy and industry 4.0 and evidence generated through the first phase of project implementation, the project identified the Skill Framework/Profile for ICT sector as one of areas of work that could benefit the career advice and development system. This initiative aims to kick-start the development of an ICT skills framework for Cambodia's workforce. Ideally, the skills framework is owned by government (The Ministry of Labour and Vocational Training/The National Employment Agency, and developed in collaboration with employers, unions, professional bodies and the International Labour Organisation (ILO). It provides up-to-date information on employment, career pathways, occupations, job roles, existing and emerging skills, as well as relevant education and training programmes within the sector. This initiative is an entry point into skills framework development and has the potential to be replicated to develop skills frameworks for other sectors.

Learning from recent experiences in designing and running business incubation programme for youths and women entrepreneurs, the project has identified areas of work that enable a long-term support system for entrepreneurs, youth startups and growing MSMEs in the country. An area of support often pointed out by Cambodia's entrepreneurial ecosystem is the lack of a local and accessible network of mentors and advisors. The fact that certain demographics do not have equal

access to support services has also been highlighted. While mentors in Cambodia are less likely to be women, people with disabilities may find it difficult to gain physical access to certain services. In addition, individuals who are not tech savvy and have difficulties with using English may find it challenging to locate and benefit from available resources. The mentoring program/models have potential to be adopted by the government agency responsible for promoting entrepreneurship ecosystem (Khmer Enterprise), local incubators/accelerators, and Employer Associations (e.g. Young Employer Association of Cambodia).

6. PARTNERSHIPS

Key Partners	Areas of Partnership	Key results
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.	Cost sharing MoU signed.
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 a 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	Career guidance services expanded and improved Media production Dr. Jobs Career forums and job marched
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 the ATQ exam while the NAC serving as a legal authority on the endorsement ATQ framework.	Establishment of ATQ and implementation.
Cambodia Development Resource Institute (CDRI)	Has been engaged to support NIPTICT in rolling out the ICT skill assessment.	Two studies conducted by the Institutes

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-ups. The project is also exploring the incentive modality to promote the private sector's investment in youth skills building and the advancement of an entrepreneurship training package to fit with emerging Industry 4.0 and digital economic.	Junior Entrepreneurship Programme, Promotion of entrepreneurship culture, network investors for youth startups, and supporting sources.
She Investments	A woman leading social enterprise that provides business support ventures 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.	Incubation Programme designed and implemented
Youth Co: lab UNDP Regional Hub	The project worked extensively to explore synergies between UNDP 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.	National Dialogues, Springboard Programme for youth startups, Mover Programmes
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 several programs in early 2020 to promote entrepreneurship and skill development in Cambodia.	Khmer Enterprises supported (finance and in-kind) Bluetribe Programme, Investment in SMEs skill trainings.

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 areas of collaboration on the initiative.	Digital Skill Gaps Assessment and Digital Literacy Framework
Impact Hub Phnom Penh	Impact Hub 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.	National Dialogue and SDG campaign
Khmer Enterprise	The project formalized a partnership with Khmer Enterprise to co-design a Youth Incubation Programme in Cambodia and explore collaboration around the SMEs support programme.	Khmer Enterprises supported (Finance and in-kind) Bluetribe Programme, Investment in SMEs skill trainings, Mentoring Programme
Smart Axiata	Smart Axiata is part of Axiata Group Berhad, one of Asia's largest telecommunications groups. This is the first partnership between the company and the UNDP. In the short term, the partnership will increase resources and startup supports for implementing the Bluetribe Programme and provision of expertise in the context of digitalization. In the medium term, there is a potential partnership with the company to scale entrepreneurship training to youth across the country.	Funding and in-kind support to Bluetribe
3E-Fii	3E-Fii Group provides holistic Corporate Financial Solutions to small and medium enterprises (SMEs), corporates, and financial institutions in Cambodia. The partnership increased the financial resource and free financial advisory service to the startups who	Funding and in-kind support to Bluetribe.

	participated in Bluetribe and beyond. It also builds a network of investors for startups.	
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7. PARTNERSHIP WITH THE RUSSIAN FEDERATION

The partnership with the Russian Federation includes the engagement of the representative (1st secretary) from the Embassy of Russia in the LPAC meeting and the project boards to provide inputs and strategic direction to the project. The representatives also managed to witness at least 3 project events in 2020, this include the launch and graduation events for SHE incubation programme and BLUETRIBE INCUBATION.

The opportunities to obtain technical support from Russian experts and Institutions around industry 4.0 as well as business incubation program have been explored early 2020; however, the actual supports have not been materialized for operational reasons and Covid-19. The project team still consider the facilitation from the Trust Fund Secretariat with the Russian experts/institutions remain relevant at this stage of the project especially for exchange of lesson learned and experiences. Another emerging area of support the team is looking for is to do with designing digital skill programme for youth employability, targeting women and marginalised youth. Progress and challenges of the project implementation have been reported to the focal points in Cambodia in early September 2020. A midyear report and related project documents have been submitted Trust Fund Focal point in July 2020.

There is also another project funded by the Russian Government and UNDP Cambodia to pilot a social projection model “Graduation Based Social Protection (GBSP)”. Since the project is at its inception stage and the GBSP’s approaches as well as target groups are far from the same to the youth projection, synergies between the two projects have not clearly emerged. However, there is potential that the youth project or interventions by partners connected to PDYEC could benefit the GBSP project around entrepreneurship and financial literacy training. For instance, one of the current project’s partners is working on accounting App that helps individual and micro entrepreneurs to record their spending and revenues on a daily basis, which can be used as a digital tool for household beneficiaries to keep track on the use of assistant package offered by the project.

8. COMMUNICATION AND VISIBILITY

Project’s page on your CO’s webpage:

<https://www.kh.undp.org/content/cambodia/en/home/projects/equipping-cambodias-youth-for-the-arrival-of-industry-4-0.html>.

Social media channels where project results are regularly featured:

- <https://www.facebook.com/UNDPCambodia>

- <https://twitter.com/UNDPCambodia>

The project team ensured that the donors, Russia, and UNDP, are acknowledged in all the project activities by project grantees and contractors. The flag of Russian Federations was shared with relevant partners and often printed on all communication materials including event backdrops, bags, posters, guidebooks, and online materials.

More links to the communication materials, case study videos, activity photos, news articles, and social media posts related to the project implementation between 01 January and June 2020 are provided in the annex. Government partners, youths and funding receipt organizations engaged in

the project activities are made aware of the fact that the project is made possible by generous financial support of the Russian Federation and UNDP Cambodia.



9. FINANCIAL MANAGEMENT

Allocated Resources	Committed fund (Prodoc)	Committed fund (Revise, BRV-G03)	Actual Fund Receive	Fund to be Received
• TRAC-00012:				
2019	68,000.00	136,000.00	136,000.00	
2020	100,000.00	100,000.00	136,352.09	
2021	132,000.00	132,000.00		95,647.91
Total TRAC-00012	300,000.00	368,000.00	272,352.09	95,647.91
• Russian-TFD-00206:				
2019	500,000.00	500,000.00	500,000.00	
2020-2021	300,000.00	300,000.00	300,000.00	
Total Russian TFD-00206	800,000.00	800,000.00	800,000.00	-
• KE-13586:		15,000.00	15,000.00	
• 3E-Fii-13593		10,000.00	10,000.00	-
• Smart-13594:		10,000.00	10,000.00	-
• Parallel fund				
SDC (UNJP project)	147,341.00	208,515.39	208,515.39	
Worlbridge	180,000.00	-	-	-
To be mobilized	88,739.00	104,564.61	-	104,564.61
Total Parallel Fund	416,080.00	313,080.00	208,515.39	104,564.61
Total Project Resource	1,516,080.00	1,516,080.00	1,315,867.48	200,212.52

Allocated Resources	Actual Fund Receive	Expense/commitment				Balance (Actual fund receive)	Rate of Delivery (%)
		2019 CDR	Jan-Dec 2020 (Expense)	2020 (PO-Commit)	Total		
• TRAC-00012: 2019-2020	272,352.09	136,000.00	136,352.09	-	272,352.09	-	100%
• Russian-TFD-00206: 2019-2020	800,000.00	184,051.02	249,480.51	22,422.57	455,954.10	344,045.90	57%
• KE-13586:	15,000.00		15,000.00		15,000.00	-	100%
• 3E-Fii-13593	10,000.00		10,000.00		10,000.00	-	100%
• Smart-13594:	10,000.00		10,000.00		10,000.00	-	100%
• Parallel fund (SDC)	208,515.39	208,515.39		-	208,515.39	-	100%
Total	1,315,867.48	528,566.41	420,832.60	22,422.57	971,821.58	344,045.90	74%

Submitted by: N. Nuon, Name: Virak Nuon, Title: Project Coordinator

Cleared by: LS, Name: Amara Bou, Title: Programme Analyst

Cleared by: R. Pen, Name: Rany Pen, Title: ARR-Programme

Date _____

10. ANNEXES

10.1 Project performance data

Expected outputs	Output indicators	Data source	Baseline		Value for the previous year if different from baseline	Target for the reported year	Actual value for the reported year
			Value	Year			
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)	1.1.I4.0 Survey to gauge the employment impact of automation (focusing on youth) finalized and published	Survey report	0	2018	0	1	1
	1.2.No. of model/tools options identified and piloted for enabling youth entrepreneurs to access I4.0 technologies	Project Report	0	2018	0	1	2
	1.3. The study on skills projection in response to the emerging digital economy finalized and published	Assessment report	0	2018	0	2	1
Activities		Results					
Activity 1.1. Review and gauge the impact on employment of I4.0 technologies/ automation with a focus on youth		An assessment on Cambodia's garment and footwear adaptation capacity towards industry 4.0 and its impact of employment is conducted. 63 factories took part in the survey. The report is drafted and being finalized and disseminated to relevant stakeholders.					

<p>Activity 1.2. Outreach and sensitization to examine methods to connect youth entrepreneurs to I4.0 technologies, and pilot some of these tools.</p>	<ol style="list-style-type: none"> 1. The Centre of Excellence at the Institute of Technology of Cambodia gets equipment support on I4.0 technologies and supported in 2021 to promote youth interest and awareness on I4.0 tech and how this relevant to their career. 2. UNDP and National University of Management organized a conference on Youth and Technology in Cambodia to engage policymakers and students. 3. With regional team, Youth Co: Lab, the project brought the 1st National Dialogue to Cambodia and engaged youth in the future jobs, emerging digital skills, I4.0 technologies, and entrepreneurship. The dialogues directly benefited 1993 young men and women (56%). Its social media reached a total of 518,705 audiences and saw a total of 18,275 video views. 						
<p>• Activity 1.3. Study on skills projection in response to the emerging digital economy</p>	<ol style="list-style-type: none"> 1. Assessment of digital literacy among young Cambodians was completed and published in September 2020. 2. The National digital Skill assessment is being carried out in partnership with the NIPTICT and CDRI to understand digital skill gaps, training capacity, job market and wages. The preliminary findings were available for feedback and input. 						
<p>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</p>	<p>2.1.No. of SME Clusters of Industry Park adopted career pathways for workers</p>		0	2018	0	1	0
	<p>2.2.SME Clusters skills requirement fulfilment rate</p>		n/a	2018	0	40%	0
	<p>2.3.No. of Vocational Skills Certification scheme established</p>		0	2018	0	2	1
	<p>2.4: No. of Industry Park workers enrolled in the vocational skills certification programme.</p>		0	2018	0	0	0

	2.5: No. of students enrolled in Accountancy Technical Training programme	0	2018	0	200	350
Activities		Results				
Activity 2.1. Develop and implement career pathway for Industrial Park workers		<ol style="list-style-type: none"> 1. The cost-sharing agreement UNDP and World Bridge signed in 2019 to firm up the establishment of the SME cluster within Industrial Park. 2. The investment proposal and stakeholder report were completed and submitted for review. The Principal Framework for anchor tenant selection criteria is being developed. 				
Activity 2.3. Develop new training programme with innovative delivery mechanism		Dropped				
Activity 2.4. Develop “Accountancy” Technician Qualifications		<ol style="list-style-type: none"> 1. The Accountancy Technician Qualification program is launched by KICPAA and National Accounting Council. 2. ATQ Learning materials consists of 8 modules are being developed. 6 modules are completed, and they will be translated into local language. The other two modules are being drafted and revised. 3. 350 students enrolled in the programme and more students are expected to participate once all participating teaching institutions are ready to offer the courses. (Accumulated number = 350, 51% women). 4. Four teaching institutions agreed to teach the ATQ in 2020. 2 more universities in Siem Reap Province have been approached to join and teach ATQ programme. 5. KICPAA supported to set up examination governing system and ATQ examiners and trainers have been trained. 				
Activity 2.5 Explore financial and other incentives to encourage employers to invest in training		<ol style="list-style-type: none"> 1. Accounting Programme provides a great entry point to attract investment from employment and the government owned skill development fund. The project team and KICPAA continue to explore partnership opportunities through this channel while also establishing connections with Employer Associations in the country during 2021 workplan. 				

Output 3: Youth (and young aspired entrepreneurs) are ready to start their business through entrepreneurship training	3.1: Entrepreneurship training package reviewed, revised, and finalized	Project Report	0	2018	0	1	1
	3.2: Business Incubation for young entrepreneur established	Project Report	0	2018	0	2	3
	3.3: No. of young (and young aspiring) entrepreneurs who received entrepreneurship training	Project Report	0	2018	0	200	131
Activities		Results					
Activity 3.1. Review and advance the entrepreneurship training package to enable reaching out to Industry 4.0 level		<ol style="list-style-type: none"> 1. A rapid assessment of the existing training curriculum and support for startups conducted in December 2019. 2. A Startups Incubation Programme (Bluetribe) is designed and rolled out with partners (Khmer Enterprise) to young entrepreneurs. Together with lessons from other programme, the curriculum and designs are documented for the future design of the entrepreneurship training in Cambodia's context is being documented. 3. Consultant has been contracted to develop incubation guidebook. 					
Activity 3.2. Establish partnerships with training service providers (public and/or private) for business incubation.		<ol style="list-style-type: none"> 1. A Bluetribe Startup Incubation was established in partnership with Khmer Enterprise, Smart Axiata, and 3E-Fii for 7 tech start-ups. The model is being reviewed and revised for future implantation and scale up. There were 300 applicants applied for the programme. 2. SHE Incubator and Accelerator implemented with a local social enterprise (SHE INVESTMENT) to provide business skills to 30 young women entrepreneurs owning small and micro enterprises. 3. A Junior Entrepreneurs Programme has been established and hosted under the Young Entrepreneurs Association of Cambodia (YEAC). The 30 youth completed the first cohort and the model is rolled out in other 2 provinces with expectation to be resourced and run by this employer association. 					

<p>Activity 3.3. Enrol and train young (and young aspiring) entrepreneurs.</p>	<ol style="list-style-type: none"> 1. 50 (76% women) Youth Entrepreneurs receiving intensive business training, mentoring and startup up supports including pre-seed fundng. 2. 81 (37% women) young people from Phnom Penh and provinces received business training and coaching support from project partners: IPHPP, Youth co: lab, YEAC. 3. 2285 (40% women) young people accessed entrepreneurship information, network, and events via National Dialogue and GEWs. A total of 47000 + online views and engagement.
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10.2 Updated Risk Log

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Last Update	Status
1	The implementation of ATQ programme suffers from covid-19 pandemic and KICPAA's election for new general committee.	March 2020	Other	P =4 I =1	<p>Delayed teaching and exam dates for ATQ students.</p> <p>Limited enrolments of interested students and employer engagement.</p> <p>Discussion with partner, ICAEW, to delay the activities and visits of ICAEW team to Cambodia to the end of quarter 1, 2021. ICAEW will submit a revised delivery plan for review and approval from UNDP.</p>	Project Manager	Jan 2021	Reducing, schools can reopen, and project team has held talks the newly elected general committee of KICPAA.

					<p>Hold ongoing discussions with KICPAA's secretariat and keeping conversations with the new committee members, aiming to feed them information and finding ways forward that serve the best interest of KICPAA's values, accounting sector and opportunities for youth.</p> <p>A UNDP-KICPAA partnership review was performed to assess the progress and agree on the direction of ATQ.</p>			
2	The attempt to establish an SME cluster park becomes unrealistic, posing risk of not being able to establish another skill certification programme to support the SME cluster.	September	Other/ Resources	P=4 I=3	The project monitored the progress closely with the Private Sector team and started identifying other opportunities for developing a skill certification programme. The issues were raised to the 3rd board meeting for consideration and suggestion. As a result, the project board decided	Programme Analyst and Private Sector manager	October	Increasing, the output is put off for current project cycle. However, new opportunities for certification emerged.

					to drop this output at least during this project cycle.			
3	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.	April 2020	Other	P=3 I=3	The project seeks support from Better Factories Cambodia, GMAC and Brands to convince factories to participate in the survey while employing virtual methods for data collection and key informant interviews.	Project Manager and Consulting Firm	Jan 2021	Reduced, ILO and UNIDO are going to implement a complimentary survey focusing on Brand perspectives.

10.3 Combined Delivery Report

Expected Project outputs	Plan Activities	2020 (Youth Employment project)			2019-2021 (Youth Employment project)			2019-2021 (Parallel fund)			2019-2021 Total project budget		
		Budget (BRV-G03)	Expense (Jan-Dec 2020)	Delivery (%)	Budget (BRV-G03)	Expenses (Apr 2019-Dec 2020)	Delivery (%)	Budget (Original in Prodoc)	Expenses (Apr 2019-Dec 2020)	Delivery (%)	Budget (BRV-G03)	Expenses (Apr 2019-Dec 2020)	Delivery (%)
Output# 1: Improvement of sectoral and national policies related to youth skills	Total Activity1.1: Review and gauge the impact on employment of I4.0 technologies/	30,732.00	28,732.00	93%	37,915.00	35,915.00	95%	-	-	0%	37,915.00	35,915.00	95%

development and employment through policy-oriented researches and advocacy with a specific focus around Industry 4.0 (I4.0)	automation with a focus on youth													
	Total Activity#1.2: Outreach and sensitization to examine methods to connect youth entrepreneurs to I4.0 technologies, and pilot some of these tools	5,000.00	-	0%	5,000.00	0.00	0%	-	-	0%	5,000.00	-	0%	
	Total Activity#1.3: Study on skill projection in response to emerging digital economy	57,554.00	52,959.71	92%	70,754.00	66,159.71	94%	-	-	0%	70,754.00	66,159.71	94%	
Total Output #1		93,286.00	81,691.71	88%	113,669.00	102,074.71	90%	-	-	0%	113,669.00	102,074.71	90%	
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	Total Activity#2.1: Develop and implement career pathway for factory workers.	-	-	0%	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 (MoU signed).	-	-	0%	0.00		0%	-	-	0%	-	-	0%	

advantage for the Cambodia youth	Total Activity#2.3: Develop and roll out new training programmes.	-	-	0%	0.00		0%	140,740.74		0%	140,740.74	-	0%
	Total Activity#2.4: Develop and roll out “Accountancy” Technical Qualification	86,000.00	15,592.48	18%	271,026.70	142,619.18	53%	-	100,442.50		271,026.70	243,061.68	90%
Total Output #2		86,000.00	15,592.48	18%	271,026.70	142,619.18	53%	166,666.67	100,442.50	60%	437,693.37	243,061.68	56%
Output#3: Youth (and young aspired entrepreneurs) are ready to start their business through entrepreneurship training	Total Activity3.1: Develop tailored entrepreneurship training package.	134,155.23	122,476.92	91%	142,762.63	131,084.32	92%	-	-	0%	142,762.63	131,084.32	92%
	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	93,657.47	37,904.92	40%	212,458.86	113,706.31	54%	207,409.74	58,794.37	28%	419,868.60	172,500.68	41%
Total Output #3		227,812.70	160,381.84	70%	355,221.49	244,790.63	69%	207,409.74	58,794.37	28%	562,631.23	303,585.00	54%
Total Activity#4: Project management and technical support		153,377.33	142,490.76	93%	401,627.80	217,089.88	54%	12,457.87	35,637.33	286%	414,085.67	252,727.21	61%

Total Budget (Net)	560,476.0 3	400,156.7 9	71%	1,141,544.99	706,574.40	62%	386,534.28	194,874.20	50%	1,528,079.2 7	901,448.60	59%
Total General Management Support Cost(GMS-8%)	36,409.51	20,675.81	57%	61,455.01	34,309.22	56%	29,545.72	13,641.19	46%	91,000.73	47,950.42	53%
Total Budget	596,885.5 4	420,832.6 0	71%	1,203,000.00	740,883.62	62%	416,080.00	208,515.39	50%	1,619,080.0 0	949,399.02	59%

10.4 Media coverage report with links to main publications

Link to Photos of [Youth Employment Project](#)

Link to the project on CO's website:

<https://www.kh.undp.org/content/cambodia/en/home/projects/equipping-cambodias-youth-for-the-arrival-of-industry-4-0.html>

SHE Incubator and Accelerator:

Case study video:

<https://drive.google.com/drive/folders/1iXHZ4gpcWSxPDVf8U9ghR2IspteHwd3V?usp=sharing>

Remarks:

<https://www.kh.undp.org/content/cambodia/en/home/presscenter/speeches/2019/remarks--by-dr--rany-pen--assistant-resident-representative--und.html>

Social media: <https://m.facebook.com/UNDPCambodia/posts/2963320010401767>

<https://www.facebook.com/UNDPCambodia/photos/a.144313525635777/3848496855217407>
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<https://www.facebook.com/UNDPCambodia/photos/a.144313525635777/3848580031875756>
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[Reached 3K]

<https://fb.watch/3JF2N8Y3vd/>
[Reached 8K]



Youth Colab Campaign [Crossposting from Impact Hub Phnom Penh]

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<https://web.facebook.com/UNDPCambodia/photos/a.144313525635777/2991532470913854>
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Bluetribe:

Website: <https://www.bluetribecambodia.com/>

Press Releases: <https://www.phnompenhpost.com/business/undp-inks-deal-ke-train-kingdoms-young-entrepreneurs>

Press release: <https://bit.ly/3oQGzcc> | Khmer Time

Press release: <https://bit.ly/3jf8wtf> | CO's website

Bluetribe Campaign on CO's social media:

<https://web.facebook.com/UNDPCambodia/photos/a.144313525635777/3119585408108559>
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<https://web.facebook.com/UNDPCambodia/photos/a.144313525635777/3136522693081497>
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CHERYLL NG
Incubation Manager,
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Youth Entrepreneur Coordinator,
UNEP Cambodia

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Head of Incubation,
UNEP Accelerator Lab Cambodia



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ការងារ ការចូលរួមក្នុងកម្មវិធីនេះ មានដូចខាងក្រោម



- ប្រព័ន្ធចុះឈ្មោះ
ពីថ្ងៃ ១៤ ខែ
- វគ្គបណ្តុះបណ្តាល
ដើម្បីជួយអោយមានជំនាញអាជីវកម្ម
- ប្រព័ន្ធជ្រើសរើស
ប្រធានការងារ ក្នុងវគ្គបណ្តុះបណ្តាល
ដើម្បីសម្រាប់អ្នក



វគ្គចុងក្រោយ

**នៃការជ្រើសរើសសេចក្តីជនសម្រាប់
កម្មវិធីផ្តល់បណ្តុះបណ្តាលអាជីវកម្ម**

**National Selection Weekend
for Bluetribe Incubation Programme**





YEAC:

Junior Entrepreneurship program (JEP): Find more materials:

<https://drive.google.com/drive/folders/1eYG5ixaXjuHHVkJEvjbTqXW70QAXUAjcs>

Tax guide: <https://drive.google.com/file/d/1L-fX1vnFxtA5pmHid4Ud8JzQBvSzi1GL/view?usp=sharing>

10.5 **Statistical annex** on main results since the project start (attached separately in Excel)

10.6 **Minutes of the last project board**



3rdProject
Board_YE_Minutes_21

10.7 Annual Work Plan for 2021 (draft version)

Expected Project outputs	Plan Activities	Revised budget in 2021 (BRV-G04)	PO Commitment in 2020 budget	Q1	Q2	Q3	Q4	Total Budget in 2021 (included PO in 2020)
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	4,000.00			4,000.00			
	Total Activity#1.2: Outreach and sensitization to examine methods to connect youth entrepreneurs to I4.0 technologies, and pilot some of these tools	30,000.00		1,000.00	13,000.00	8,000.00	8,000.00	
	Total Activity#1.3: Study on skill projection in response to emerging digital economy	12,330.00		7,330.00	5,000.00			
Total Output #1		46,330.00	-	8,330.00	22,000.00	8,000.00	8,000.00	<u>46,330.00</u>

Outcome#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	Total Activity#2.4: Develop and roll out “Accountancy” Technical Qualification	119,810.00	9,577.39	21,727.06	53,077.39	40,750.00	13,832.94	129,387.39
Total Output #2		119,810.00	9,577.39	21,727.06	53,077.39	40,750.00	13,832.94	<u>129,387.39</u>
Output#3: Youth (and young aspired entrepreneurs) are ready to start their business through entrepreneurship training	Total Activity3.1: Develop tailored entrepreneurship training package.	28,680.17		4,680.22	10,400.00	7,876.00	5,723.95	28,680.17
	Total Activity#3.3: Enrol and train young (and young aspired) entrepreneurs	127,363.83	11,184.25	65,806.00	27,708.00	28,140.00	16,894.08	138,548.08
Total Output #3		156,044.00	11,184.25	70,486.22	38,108.00	36,016.00	22,618.02	167,228.25
	Total Activity#4: Project management and technical support	181,479.53		40,277.76	43,722.38	53,739.69	43,739.69	<u>181,479.53</u>
Total Budget Output		503,663.53	20,761.64	140,821.04	156,907.77	138,505.69	88,190.66	<u>524,425.17</u>

Total General Management Support Cost(GMS-8%)	25,441.22	1,660.93	6,173.46	7,579.62	8,095.22	5,253.87	27,102.15
Total Budget	529,104.75	22,422.57	146,994.50	164,487.40	146,600.91	93,444.53	<u>551,527.32</u>

10.8 Evaluation reports if available

The evaluation report is not yet available at reporting period. The final project evaluation will be conducted at end of the project implementation which is at the 4th quarter of 2021.

10.9 Case Studies



Lang Suykheang.pdf



Mrs. Mech Pagna.pdf