

# JICA's Program for Human Resource Development for Industry

## <Basic Framework>

As of Nov. 11, 2015  
JICA TVET Project

### Program Objective

Technical human resources of high quality with basic competences required by industry are supplied to the labor market

### Output

Outcome 3: Developed employment support activities of public agencies and training institutions

Outcome 2: Enhanced capacity of education and training institutions to technical human resources

Outcome 1: Increased quality of higher education engineering (Targeting engineers)

### Projects

Expert dispatched in employment support

Volunteer  
(National Employment Agency, NEA)

Training for improvement of service quality in employment support: Training in Japan)

Employment Support of targeted TVET institutes' graduates

**Technicians**  
Targeted college level technician with practical skills  
(TVET institutes 2-year diploma course)

Standardize and promote Electricity field Curricula Based on the requirement of high-tech production lines of industries

Collaborate with ADB relating Project Considering each roles and missions

**Project for Improving TVET Quality to Meet the Needs of Industries**

Capacity Development of TVET Trainers: Training in Malaysia)  
(Electrical, Electronics and Automotive)

Volunteer Dispatched to TVET institutes, PTC, etc.  
(Electronics, Electrical, Civil Engineering, welding, etc.)

AUN \ SEED-Net Project (Phase I – Phase III) [Post-graduate Level (master)]

Educational Capacity Development of ITC Project [Bachelor level]  
(Electrical and Energy, Industrial and Mechanic, Geo-resource and Geology Engineering) (\*finished)

Japan Development Scholarship (JDS) Program

Development of Human Resource and Laboratory Equipment in ITC

### Technical Cooperation

Grant Aid

Yen Loan

In plan

### Other related schemes

STEMSAM (Phase I-III)

HRD in relevant sectors

Industrial Development/Support of Investment Promotion  
Promotion of SME Infrastructure

2015.9.26-2020.3.25

HRD in business  
Cambodia-Japan Cooperation Center Project

Relevant Organization(e.g. Business Association, JETRO, etc.)

Collaborate

Needs of the Industry

# **JICA's Program for Human Resource Development for Industry**

## **<Background and Rationale of the TVET Project>**

### **Present status and Challenges**

- Present trends for Foreign Direct Investment (FDI) focus on Labor-intensive industry such as garment industry, simple assembly industry or construction industry.
- For sustainable economic growth, it is imperative of diversification of industrial structure and creation/nurture of high value-added industries.
- It appears lack of domestic Cambodian human resources to tackle these challenges.

## Policy and target of the Cambodian Government

- In the “Rectangular Strategy-Phase III”, as a national development strategy, “development of private sector / employment creation (expand job market)” and “Capacity building and human resource development” are highlighted as one of the important tasks.
- For development of private sector / employment creation, tackle promotion of FDI or encouraging SMEs.
- For capacity building , develop human resources to upgrade technology and technical skills to match the needs of the job market.
- “Industrial Development Policy” was launched as a strategy/vision to clear an orientation of industrial development and fostering a new growth driver under the accelerating economic globalization.