



SKILLS
DEVELOPMENT
PROGRAMME

CAMBODIA

2ND ROUND

TRACER STUDY REPORT



6 AND 12 MONTHS AFTER TRAINING COMPLETION



JUNE 2023



A project of:



Schweizerische Eidgenossenschaft
Confédération suisse
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Swiss Agency for Development
and Cooperation SDC

In collaboration with:



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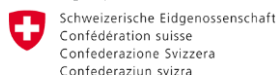
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ABBREVIATIONS

C (level)	Certificate level (e.g., C1= Certificate level 1)
CJFTEC	Cambodia-Japan Friendship Technical Education Center
HoKa	Hospitality Kampuchea, intervention area 4 of SDP
IA	Intervention Area
ICT	Information and Communications Technology
IT	Information Technology
KPI	Key Performance Indicator
MRM	Monitoring and Results Measurement
NGO	Non-Governmental Organization
NIEI	National Institute of Entrepreneurship and Innovation
NPIA	National Polytechnic Institute of Angkor

គម្រោងរបស់៖

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សហការជាមួយ៖

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Implementer:



NSSF	National Social Security Fund
PDOT	Provincial Department of Tourism
PTC	Provincial Training Center
RPITSSR	Regional Polytechnic Institute Techo Sen Siem Reap
SDP	Skills Development Programme
TVET	Technical and Vocational Education and Training
USD	United State Dollar, 1USD=4,000 Khmer Riels
VSC	Vocational Skills Certification

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I. EXECUTIVE SUMMARY

The tracer study is a way to follow up with graduates after they have completed the training. It looks at their employment outcomes and the impact of the training. This is the second round of the tracer study for SDP phase 2. It investigated what happened to graduates at 6 and 12 months after they completed their courses.

The study used a quantitative method. It involved a stratified random sampling of 601 graduates and 29 employers from 27 enterprises. The graduates and employers were interviewed by telephoning. The questionnaires were completed in Kobo Toolbox then downloaded and cleaned in Excel. The data was pulled to Microsoft Power BI, analyzed, and visualized on the report dashboards. It is encouraged that the team and stakeholders also review the report on [Power BI dashboard](#) as it is interactive and dynamic.

The study scoped out the following areas:

- Graduates' employment status
- Income changes
- Relevance of the training to the workplace
- Working conditions (in case of wage employment)
- Training impacts
- Graduates' satisfaction with their skills and competencies for the workplace
- Employers' satisfaction with graduates' skills and competencies

The followings points highlight key findings of the study:

Proportion of graduates:

- ❖ received post-training supports
 - **47%** or 165 (82 women) graduates surveyed of the direct graduates received post-training supports from their respective training providers at 6 months after training.
 - 55% of IA1 graduates, 53% of IA3, and 16% of IA4 graduates received post-training support
- ❖ satisfied with post-training support received
 - **84%** of graduates who received post-training supports were very satisfied and satisfied.
 - 88% satisfactory rate for IA1, 75% for IA3 graduates, and 91% for IA4.

- ❖ gained access to employment
 - **6 months after training:**
 - **54%** of the IA1 and IA3 graduates gained access to employment (self and wage employed). The employment rate for IA1 was 45% and 68% for IA3 graduates. Among IA1 and IA3, 69% of the employed graduates had wage employment, 24% were self-employed, and 7% belonged to family/friend businesses (without regular income).

- **12 months after training:**
- **59%** of graduates (IA1 and IA3) were verified as employed (self and wage). 51% employment rate for IA1, and 73% for IA3 graduates. Up to 72% of IA1 and IA3 graduates were

wage employed, 24% were verified as self-employed and 4% were in family/friend business.

<ul style="list-style-type: none"> ❖ continued study 	<ul style="list-style-type: none"> • 56% or 131 (75 women) graduates out of the 236 unemployed graduates continued their studies. 38% (49 graduates) of them continued general education, 34% (43 graduates) continued higher education, 26% (33 graduates) continued TVET training, and 2% (3 graduates) enrolled in language classes. • 69% of unemployed graduates under IA1, 58% under IA3, and 17% under IA4 continued study.
<ul style="list-style-type: none"> ❖ increased income compared to income before training 	<ul style="list-style-type: none"> • On average graduates earned USD153 per month before training, 6 months after training they could make on average up to USD253, representing 65% or USD100 increment compared to income before training. At 12 months after training, graduates earned an average monthly income of USD290, demonstrating a 81% increasement rate compared to income prior to attending the training. • 62% of graduates earned higher incomes now than before training, while 27% made the same incomes, and another 10% earned lower. Graduates made higher income gained up to USD292 on average compared to USD118 prior to training, corresponding to an increase of 147% or USD174.
<ul style="list-style-type: none"> ❖ satisfied with the working conditions 	<ul style="list-style-type: none"> • 87% of the wage-employed graduates were pleased with their current working conditions (63% were satisfied, and 24% were very satisfied). Out of the remaining, 10% reported neutral (neither satisfied nor dissatisfied), and 3% were dissatisfied.
<ul style="list-style-type: none"> ❖ improved their working conditions 	<ul style="list-style-type: none"> • In general, 4% of wage employed graduates had improved working conditions compared to their working conditions before training, while 93% maintained the same working conditions. • 5% of hospitality graduates (IA4) reported improved working conditions including work hours, employment contract, annual leave, work insurance, incentives, and enterprise support.

<ul style="list-style-type: none"> ❖ reported having an employment contract 	<ul style="list-style-type: none"> • 54% of the wage-employed graduates stated that they had an employment contract with their employers/enterprises. However, the rates varied between 6-month and 12-month cohorts. Among graduates who completed training 6 months, the employment contract rate was 57% while the rate among 12-months graduates was 48%. • The proportion of wage-employed graduates who had an employment contract varied by IA: 61% of IA1, 58% of IA3, and 39% of IA4 graduates.
<ul style="list-style-type: none"> ❖ reported relevance of training received for job 	<ul style="list-style-type: none"> • 60% of employed graduates (self and wage-employed) were working in positions related to the training received. On average, they rated 8 out of 10 for the relevance of skills and competencies for the workplace. • 86% of graduates from both types (related and unrelated positions to training) felt that the soft skills they learned were important for their current job. • 19% of hospitality graduates who were working related to training received positive feedback from their employers/enterprises after they attended training.

Proportion of employers

<ul style="list-style-type: none"> ◆ reported relevance of skills and competencies of graduates at workplace 	<ul style="list-style-type: none"> • On average, employers rated 8.5 out of 10 on the relevance of skills for the work performance of graduates at the workplace (median=9, minimum=1, maximum= 10). In general, employers rated soft skills on average from 8-9 which was higher than technical skills (7.5).
<ul style="list-style-type: none"> ◆ satisfied with graduates' skills and competencies 	<ul style="list-style-type: none"> • Overall, 95% (28 employers) of the surveyed employers reported their satisfaction with graduates' skills and competencies for the job, 28% were very satisfied and 67% were satisfied. • 93% (27 employers) of them would like to recruit graduates from TVET schools/ PDoTs again in case they need staff.

II. BACKGROUND OF THE STUDY

The Skills Development Programme (SDP) has the overall goal to enable disadvantaged youth and low-skilled workers regardless of gender to acquire proper and decent employment opportunities. To assess the impact and successfulness of the interventions, SDP conducts tracer studies with the graduates 6 and 12 months after training completion. Additionally, employers which their enterprises hire graduates as employees are also included in the study. The purpose is to attain the performances of graduates as well as their recommendations on further training. The main points for assessment are listed below:

- the quality and relevance of the post-training support provided to graduates.
- graduates' employment status and income evolutions after 6 and 12 months of completion.
- applicableness of the skills training provided for the workplace.
- satisfaction and improvement of working condition.
- other perceived impacts because of the skills training.
- employers' satisfaction with graduates' skills and competencies

SDP has conducted two rounds of tracer study. The first round was conducted in May 2022 with the graduate who completed training by the end of 2021. This report covers predominantly the second round of the study. The time frame of the second round is between March to upon the completion of the report in June 2023. Correspondingly, both direct and indirect learners across Intervention Area 1, 3 and 4 were targeted using stratified random sampling. This study was internally and jointly conducted by the Monitoring and Results Measurement (MRM) team and outsourced enumerators.

III. METHODOLOGY

The details on study methodology, including sampling technique, instruments development, enumerators training, data collection methods, report and analysis tools, study limitations are elaborated in the following sub sections.

3.1. SAMPLING TECHNIQUE

The second round of tracer study utilized stratified random sampling with 95% confidence level, 5% margin of error and 50% distribution of response. The sample size was calculated via [the link](#). Training institutions, intervention areas, training occupations, trainee types and sex are the disaggregation criteria. Direct trainees are considered as the primary target for sampling. Totally, the population is 6,598 (2,830 women) trainees comprised of 2,691 (1,159 women) direct and 3,907 (1,671 women) indirect trainees. Derived from the sampling method, a total of 544 (283 women) graduates were randomly selected for the surveys. As a result, 601 (328 women) graduates were interviewed by enumerators, representing 110% of the total target sample. **Table 1:** Population, target sample and completed interviews offers the figure of population, target sample, completed interviews and sample completion rate by intervention area and type of graduate.

Table 1: Population, target sample and completed interviews

Strata	Population		Target sample		Completed interviews		Total difference (-/+)	Sample completion rate %
	Total	Women	Total	Women	Total	Women		
6 MONTH COHORT								
IA1 Direct	1,296	380	140	60	165	80	25	117%
IA1 Indirect	584	254	10	5	0	0	-10	0%
IA2 Direct	0	0	0	0			0	
IA2 Indirect	307	164	10	5	0	0	-10	
IA3 Direct	252	114	80	40	120	54	40	150%
IA3 Indirect	903	160	10	5	0	0	-10	0%
IA4 Direct	356	240	80	40	67	44	-13	84%
IA4 Indirect	447	294	25	15	40	28	15	160%
Total 6 month	4,145	1,606	355	170	392	206	37	110%
12 MONTH COHORT								
IA1 Direct	530	270	70	32	76	42	6	109%
IA1 Indirect	1,131	531	4	2	5	3	1	125%
IA2 Direct	-	0	0	0	0	0	0	
IA2 Indirect	-	0	0	0	0	0	0	
IA3 Direct	88	41	29	26	35	17	6	121%
IA3 Indirect	131	34	16	7	16	7	0	100%
IA4 Direct	169	114	40	26	53	33	13	133%

IA4 Indirect	404	234	30	20	24	20	-6	80%
Total 12 month	2,453	1,224	189	113	209	122	20	111%
Total graduates	6,598	2,830	544	283	601	327	57	110%
Employers	N/A	N/A	35	-	29	-	-6	83%
GRAND TOTAL	6,598	2,830	579	283	630	328	51	109%

The enumerators also interviewed the employers who hired graduates. The chief points are satisfaction with the graduates' performance and competencies. Around 35 employers were targeted. The target employers were snowballed from the surveyed graduates. Therefore, the number target sample depends on graduates. Despite the target was set in advance, only 29 employers (83% of the target sample) were interviewed in this round.

3.2. SURVEY QUESTIONNAIRE DEVELOPMENT

The survey questionnaires were designed into two categories, one consolidated questionnaire for graduates across all IAs and cohorts with skip logic and another one for employers who hired graduates. Both questionnaires were adapted from the first-round study and were updated based on the study framework and the Key Performance Indicators (KPI- Log frame) of the SDP Project Document phase 2. The instruments were slightly revised and validated by the MRM. Once the English versions were finalized, the MRM team translated them into Khmer, ensuring the appropriateness of the translation, the effectiveness of the instruments, and the skip sequence from one to another question. The instrument underwent this process of translating and testing to assure that each item was:

- a) easily understood by all respondents.
- b) non-offensive and non-threatening.
- c) simple for interviewers to record. The translated instruments were transformed into digital forms utilizing Kobo Toolbox.

The questionnaires were digitalized and tested (role play) in a few rounds by MRM team and the enumerators to ensure the coherence of the questions and valid data collection. It also ensures the correctness of skip logic.

3.3. ENUMERATORS RECRUITMENT, TRAINING, AND DATA COLLECTION

The previous enumerators in the first round were recalled at the early March 2023. The MRM team conducted one day orientation on 02 March 2023 to reintroduce the SDP general overview. The digital questionnaires were also reoriented. The data collection started on 04 March and concluded on 30 May 2023. Similarly, to the previous round, the data collection also encountered some challenges including unreachable and the wrong contact numbers. To reach more graduates as planned, the SDP team and training providers supported to update the graduates contacts.

3.4. DATA VALIDATION, CLEANING, AND ANALYSIS

Kobo Toolbox was utilized as data collection tool. Data was validated by MRM team with the approval after checking each respond to each question. This ensured the logical, concrete, and righteous of the data. In case of data is not responded properly to the question, verification was required. Enumerators had to verify before MRM team granting the approval. This process reassured validity and quality of data analysis process.

Upon the completion of data collection and validation, MRM team exported an excel file from Kobo Toolbox for cleaning. The second-round data was copied and pasted in the same Excel file storing the

first round in SharePoint folder. The purpose of this was to synchronize the data in one data source with the existing [Microsoft Power BI](#) dashboard.

3.5. LIMITATIONS

The tracer study completely relied on telephone call; hence the common challenge was aforementioned, wrong phone number and unreachable contact. In this round, enumerators contacted 1,312 graduates in total, and 49% or 516 graduates could not be reached or interviewed due to wrong and unreachable contact information. Among the 61% or 796 graduates that could be reached, 76% or 601 of them were successfully interviewed, while 22% (173 graduates) could not completed the interview, and the other 2% (22 graduates) rejected to participate in the study. On the employer side, data collectors got 36 employer contacts from wage employed graduates. However, 29 employers could be interviewed while the other 7 answered that they were busy and could not participate.

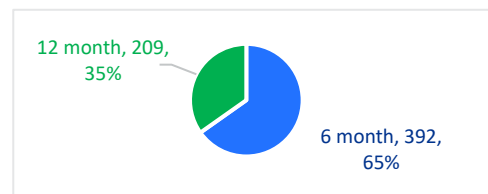
Since the surveys were conducted solely over the phone, it is possible that respondents lacked confidence and were hesitant to answer some questions, such as those concerning their salary. Because respondents did not want to disclose their actual earnings, some graduates declined to disclose their salaries. On the other hand, it is possible that they inflated or misrepresented their pay and/or income. Graduates who were hired for pay submitted the employers' contact information, and some graduates who participated in the survey rejected to do so. As a result, fewer employers were interviewed than in the target sample.

IV. SURVEY FINDINGS

4.1. RESPONSE DISTRIBUTION

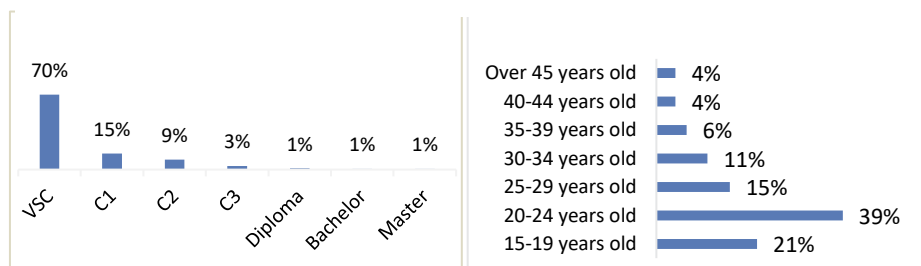
In this second round of tracer study, a total of 601 (328 women) graduates were interviewed. With classification by Intervention Area (IA), out of the total surveyed graduates, 246 (125 women) graduates were from IA1, 171 (78 women) were from IA3, and 184 (125 women) were trained under IA4. The number included both direct and indirect trainees.

Figure 1: Graduates surveyed by cohorts



Most graduates completed training at VSC level (70% of all surveyed graduates) followed by C1 (15%). Most of graduates finished training in, but not limit to,

Figure 2: Graduates by course levels and age ranges

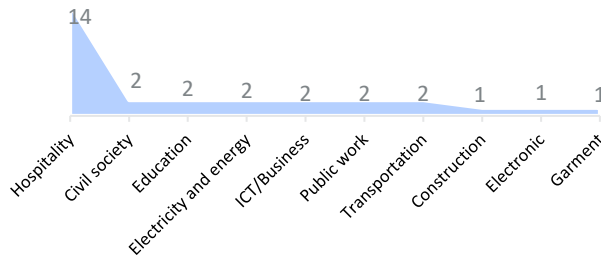


Barista, Building Electrical Wiring, Computer Servicing, Food & Beverage Service, Tour Guide, Beauty and Salon. These are the most 6 registered courses. The demography of surveyed graduates covered broadly 20-24 years old (39%), followed by 15-19 years old (21%), 25-29 years old (15%), 30-34 years old (11%), 35-39 years old (6%). 40-44 years old and over 45 years old accounted for 4% equally. For the details of graduates surveyed by training providers and courses, please refer to ANNEX 1: [DETAILS](#)

ON THE SURVEY RESULTS Table 6: *Graduates surveyed by training providers and courses, disaggregated by sex.*

In this second round, 29 employers were surveyed simultaneously. Those employers belonged to diverse business types from various provinces, including majorly Hospitality (44%), Education (10%), Electricity and Energy (6%), Electronic (6%), Public work (6%), Civil Society (3%), Garment (3%), Industry (3%), Mechanic (3%), Service (3%) and Transportation (3%).

Figure 3: *Employers surveyed by business sector*

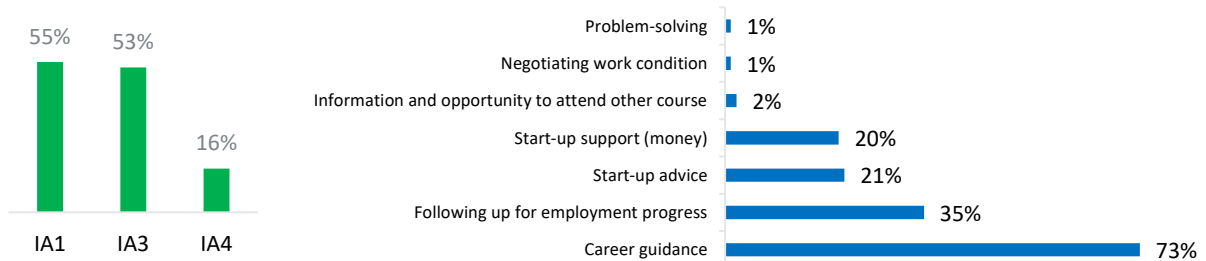


4.2. GRADUATES

4.2.1 Post training support

Training providers have the role to conduct post-training support after the completion of training. In this round, only 6 months direct graduates were asked about post training support. The result showed that 165 or **47%** of direct graduates received post-training support. Women accounted for 82 or 50%. With intervention area classification, IA1 direct graduates receiving post training support accounted for 55%, followed by IA3 direct 53% and IA4 direct 16%. The question on type of receiving offers the multiple selection, therefore, graduates could select multiple options which applied to them. Most graduates received support on career guidance (73%), followed by following up on employment progress (35%), start-up advice (21%), start-up financial/in-kind support (20%), providing information and opportunity to attend other course (2%), negotiating working condition, and problem-solving comprised of 1% equally.

Figure 4: *Percentage and types of graduates received post-training supports training the training*



The overall satisfaction rate with post training support was assessed. Among all (165 graduates), 12% were very satisfied, 72% were satisfied, 15% showed neutrality (neither satisfied nor dissatisfied, and 2% of surveyed graduates indicated “very dissatisfied” on post training support. Accordingly, to the results, most graduates express positive feedback and appreciation. Despite some of them suggested emphasizing career guidance including finding job opportunity for them.

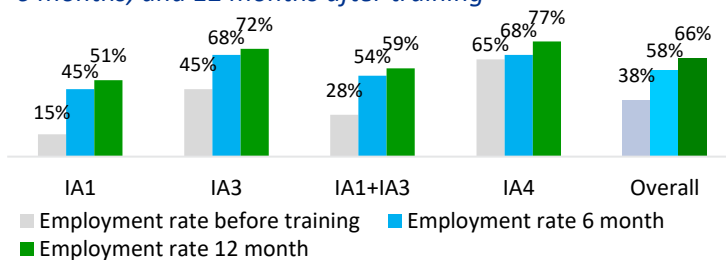
4.2.2 Employment status and type of employment

This study encompassed two graduate cohorts: 6 month¹ and 12 month², the graduate’s employment status was divided into 3 stages including employment status before training, 6 months, and 12 months after training. Before training, only 38% (150 graduates, 89 women) of graduates were employed while 62% (242 graduates, 117

¹ 6 months after training: the study conducted with 392 (206 women) graduates.
² 12 months after training: conducted with 209 (122 women) graduates.

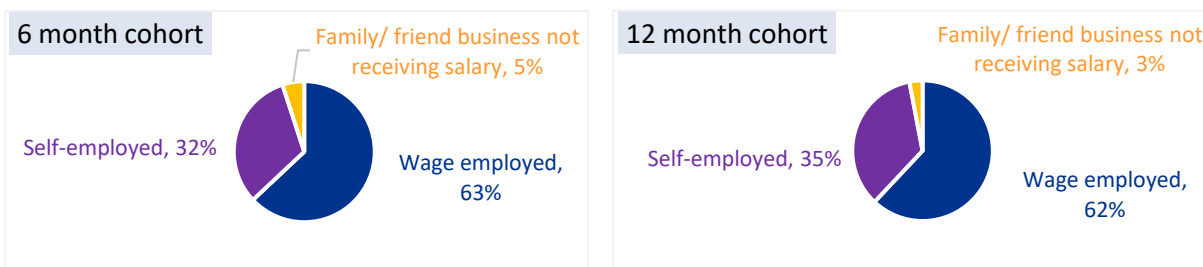
women) were unemployed. Six months after training, 58% (228 graduates, 125 women) gained access to employment (self and wage employed). The employment rate increased to 66% at 12 months following training completion representing (137 graduates³, 70 women) out of 209 graduates (122 women).

Figure 5: Graduates' employment rate before training, 6 months, and 12 months after training



Out of 58% of those graduates who gained employment at 6 months after course completion, 63% (141 graduates, 73 women) of them were wage employed while 32% (71 graduates, 44 women) were self-employed (running their own business). The other 5% (16 graduates, 8 women) reported that they were in family/friend businesses without regular/clear wage or salary. Out of the self and wage employed graduates, 56% (119 graduates, 69 women) were working in the positions related to training. Similar to 6-month cohort, 62% of the employed graduates of 12-month cohort were wage employed, 35% were verified as self-employed, while 3% belonged to family and/or friend business with irregular paid/wage. Figure 6: Employment type of 6-month and 12-month cohorts illustrates graduates' employment type for 6 and 12-month cohorts. Most employed graduates (66%) were working related to the training which they received.

Figure 6: Employment type of 6-month and 12-month cohorts



In the SDP Log Frame, the employment rate captures only graduates as disadvantaged youth under IA1, IA2 and IA3 since graduates from IA4 are low-skilled workers who already had employment at the time of training. Therefore, the data for employment rate reporting will be combined for IA1 and IA3 (as there are no graduates from IA2 yet for this tracer study). The combined employment rate of graduates from IA1 and IA3 at 6 months after training was 54%, representing 155 out of a total of 285 graduates surveyed of whom 67% were wage-employed, 24% were self-employed, and 9% belonged to family/friend businesses. At 12 months after course completion, 59% (78 graduates, 33 women) of the graduates (IA1 and IA3) gained access to jobs including wage employment (72%), self-employment (24%) and family/friend businesses (4%).

❖ **Wage-employed graduates**

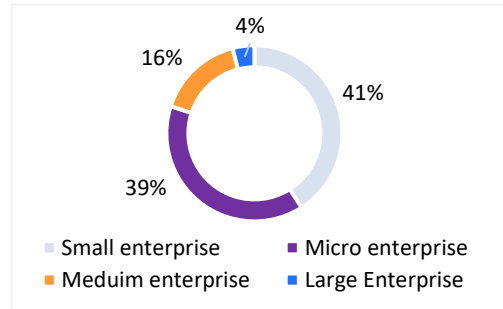
In the second round, waged-employed graduates across IA1, 3 and 4 demonstrated 62% of total employed graduates. The percentage equivalent to 226 (120 women). Up to 50% of IA1 and IA3 graduates confirmed that they received job at the traineeship enterprises. Moreover, 82% of IA4 (HoKa) trainees concurrently worked at the same enterprises they were working at the time of training. The

³ The sample of graduates included in the study for 12 months was lower than 6-month cohort, therefore the absolute number presented in the employment rate was smaller than 6-month employment rate.

study found that 11% of wage-employed graduates got a promotion at work. A total of 115 (51% of 226 waged-employed graduates) were working related to training that they received.

The sizes of enterprises graduates were working for were grouped into 4 categories⁴: micro enterprise (1-9 employees), small enterprise (10-49 employees), medium enterprise (50-249 employees), large enterprise (250+ employees). The findings showed that 41% (83 graduates) of the wage-employed graduates were working in small enterprises, 39% (80 graduates) of them were working in micro enterprises, 16% (32 graduates) in medium enterprises, and 4% (9 graduates) in large enterprises.

Figure 7: Size of enterprises graduates work for



The average total⁵ monthly income of wage-employed graduates was **USD236** at six months after training and **USD248** at 12 months after training. Wage graduates of IA1 earned an average of USD236 per month, while IA3 graduates made an average of USD257 per month, and IA4 graduate got USD220 monthly. Income evolution of wage employed graduates is presented in Figure 12: Graduates income evolutions All wage-employed graduates had an average salary of USD227 and could earn USD14 extra per month on average (tip and incentive). It was observed that men had average incomes higher than women from both cohort (6 and 12 months). At 6 months after training, men graduate earned USD265 compared to USD209 for women and 12 months after training, men made on average USD283 while women made USD218. The average monthly income of wage-employed graduates before training was USD126. **This shows an average income increase of 91% (USD241 compared to USD126 before training) or USD115 average income increase per month.** A large proportion of wage-employed graduates (64%) reported that they had higher income compared to income before the training, while 35% stated to earn the same income, and 0.7% earned a lower income.

❖ Self-employed graduates

This second round of tracer study showed that a total of 119 (67 women) graduates⁶ were self-employed which is accounted for 33% of total employed graduates (both 6-month and 12-month cohorts). Among all self-employed graduates, 92 or 77% of graduates worked relevantly to the training in which they participated. Among all self-employed graduates, 67% or 80 graduates received support from training providers. Those include support on business start-up advice (84%), business planning coaching (70%), financial management (31%), start-up funding (24%), problem solving (6%) and other support (4%).

On average, graduates earned a total monthly income (both investment and revenue) of USD639 while they had to invest back to the business on average USD322 per month. **This means that the self-employed graduates had an average monthly net income of USD317.** This represents an income increase of 53% or USD110 compared to the average net income before training of **USD208** per month.

⁴ Source: European Commission (2015a)

⁵ Total income= salary plus additional income (tip).

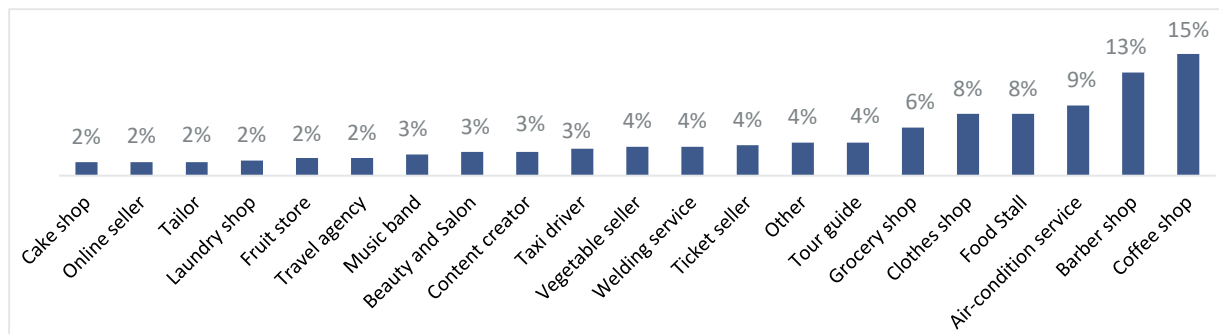
⁶ Number of graduates gained self-employment include newly open business and existing business (IA4) as some of owners/managers also attended courses with low-skilled workers.

The income evolution of self-employed graduates is presented in *Figure 12*: Graduates income evolutions. Six months after training, graduates earned an average net income of **USD285**, representing an increase of USD78 per month or 37% more compared to net income prior to training. While 12 months after training, net monthly income (profit) increased to **USD364**, indicated 75% increment rate or USD156 extra per month compared to before training. 59% of self-employed graduates reported having increased their income compared to income before the training, 11% reported earning the same, while 30% made lower income than before training. Most self-employed graduates (77%) perceived that the trainings were relevant to their current jobs.

The business activities that graduates were running include coffee shop/stall (15%), barber shop (13%), air-condition service (9%), clothes shop (8%), food stall (8%), grocery shop/stall (6%), vegetable and fruit seller (6%), tour guide (3%), beauty and salon shop (3%), content creator (3%), taxi driver (3%), welding service (3%), etc. *Figure 8*: Business activities of self-employed graduates shows percentage of self-employed graduates by business activities.

Graduates' satisfaction with business was also examined during the interview. The study found that 48% were very satisfied, followed by 38% were satisfied. While 11% of self-employed graduates offer their neutrality. Solely 3% of self-employed graduates indicated their dissatisfaction.

Figure 8: Business activities of self-employed graduates



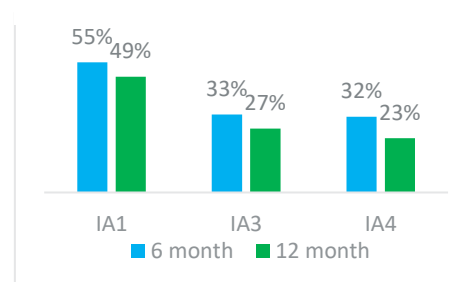
❖ **Family/friend business**

A total of 16 graduates (8 women) or 4% (which was 5% of employed graduates of 6-month cohort and 3% of 12-month cohort) of 365 (195 women) employed graduates engaged in the family or friends' businesses without salary. This type was classified under the category employed in the study questionnaire. However, there were no follow-up questions on the graduates' income and working conditions as it was considered informal employment without regular income or salary. Most graduates of this type were temporarily helping and/or working in their family/friends' business. The findings on the relevance of training to the work of this employment type will be reported in section 4.2.5.

❖ **Unemployed graduates**

Exclusively focused on the second round, 236 (133 women) of survey respondents were unemployed, accounted for 39% of surveyed graduates. The rate differed by intervention areas. It is marked that IA1 unemployment rate was 55% for 6 months and 49% for 12 months. On the other hand, IA3 unemployment rate was 33% for 6 months and 27% for 12 months. While IA4 was 32% for 6 months and 23% for 12 months.

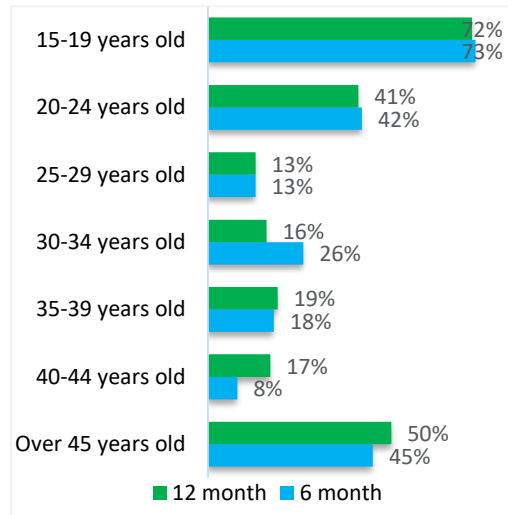
Figure 9: Unemployment rate by IA and graduate cohort



23% for 12 months. This result showed that graduates needed more time to gain access to (secured) employment.

With the classification by age range, the unemployment rate was high for 15-19 years old (73%) age group, followed by over 45 years old (45%). The age range 20-24 years old was the third place which had a high unemployment rate (42%). *Figure 10: Unemployment rate by age range* offers insights on percentage of unemployed by age range and tracer month. The main reasons for unemployment varied by age groups. Up to 78% of the unemployed graduates aged 15-19 years old were continuing their study/training. On the other hand, 55% of the age group 20-24 years old were also pursuing training/study and 23% of them needed to help their parents at home or on the farm. Contrastingly, the main reason for being unemployment among age range over 45 years old was no job opportunities near home (64%). Overall, 56% of surveyed graduates had continued their study (TVET, general education, and higher education). While 22% helped parents do family business, 18% had no job close to their home, 12% had no employment information and network, 10% were finding jobs, 6% had personal issues and/or sickness, 5% had to take care of their children or elderly relatives, and 3% were pregnant/marriage. The graduates could have several reasons for their unemployment hence graduates could choose more than one reason that applied to them (multiple selection).

Figure 10: Unemployment rate by age range

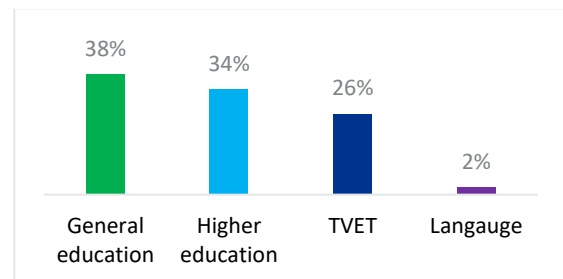


Among the unemployed graduates, 96% or 226 graduates perceived that they benefitted from the training beyond the employment aspect. The training benefits included connection and communication with others (42%), improvement of their decision-making skills (28%), ability to express themselves better (25%), awareness of greening skills/environmental protection (3%). Some stated that they can help the family and communities.

❖ Continued study

A total of 128 (74 women) or 56% out of 236 unemployed graduates surveyed were continuing the study/training. Among those respondents, 38% were in general education, 34% were in higher education, while 26% chose TVET and 2% pursued language study. The TVET courses include Electrical maintenance and fitting, Building electrical wiring, Electricity, Automotive servicing, Tailor, Air-condition servicing, Motorcycle servicing, etc.

Figure 11: Type of courses graduates continued study



4.2.3 Income

The questions on income were asked to evaluate the changes and increment compared to before training. However, the results may not be 100% accurate as some graduates may provide estimated

amounts as this question was somehow sensitive for some graduates. Wage-employed graduates were asked about their income in the last month and self-employed graduates were asked about their income three months in a row, i.e., income last month, 2 months ago, and 3 months ago and lastly how much they invested in their business per month on average. The average net income of self-employed graduates was calculated by summing up the average income three months in a row minus the average amount of investment per month.

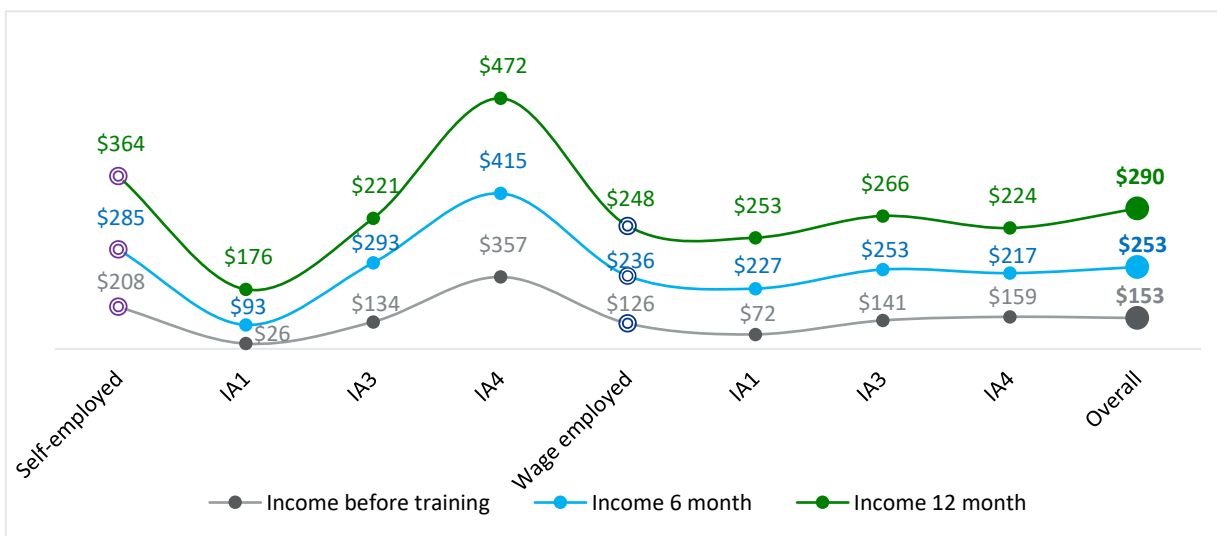
Generally, in the second round of tracer study, graduates earned an average monthly income of **USD267** after training completion (both 6 and 12-month cohort). This showed a **74%** income increase or **USD114** per month more than their monthly average income of **USD153** before training. Self-employed graduates made an average monthly net income of **USD317**, while the wage employed earned up to **USD241** on average per month.

A difference of income could be observed between men and women and intervention area, Among IA1 graduates, men earned USD230, while women earned USD152. In IA3, men earned USD277, women earned USD252. For IA4 (HoKa) graduates, men earned USD388, and women made USD297. Overall, men earn higher than women graduate across all IAs. It is noted that graduates who reported to be working in related occupations to training had a bit lower income on average than the unrelated ones with an income of USD265 compared to USD271 per month respectively.

The following is the evolution of graduates' incomes. The study found that the average monthly income of graduates before training was **USD153**, increased to **USD253** at 6 months after training representing **65% increment** or **USD100 extra**. This rose to **USD290** at 12 months after training highlighted **89% increment rate** or **USD137 more** compared to income before training.

For IA1 graduates, average income before training was USD54 and increased to USD174 at 6 months after course completion, eventually raised to USD225 one year after training. Toward IA3, on average graduates earned USD140 before training, compared to USD260 per month half year following the training, and increased to USD278 at 12 months after training. Hospitality graduates (IA4) earned USD260 on average prior to training, 6 months after completed training their income increased to USD317, and ultimately raised to USD340 at 12 months after training. *Figure 12: Graduates income*

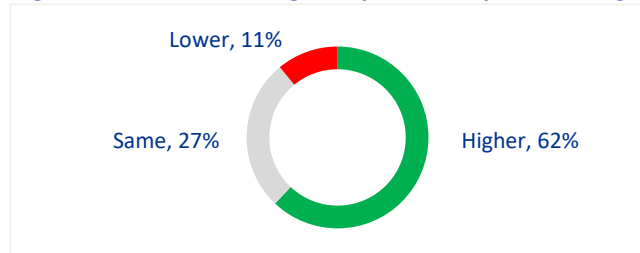
Figure 12: Graduates income evolutions



evolutions portrays the graduates' income evolution on average before training, 6 months, and 12 months after finished the training.

More details on graduates' income evolution by intervention area and courses trained are listed in Table 9: Graduates incomes before training, 6 months, and 12 months after training by course.

For the second round, 62% of employed graduates claimed an increment in their income after training. *Figure 13: Income changes before and after training*



4.2.4 Working Conditions

The study also assessed the working conditions of wage-employed graduates on various aspects including working hours, working days per week, annual leave per year, working contract, incentives, safe working environment, enterprise supports, and whether graduates perceived equal treatment at work. Working conditions before and after training were compared and analyzed for those graduates who were wage-employed before the training.

Based on the findings, the following are working conditions of wage-employed graduates:

- employment contract:** 121 (67 women) or **54% of wage-employed graduates surveyed reported that they had (written) employment contract** with their enterprises. It is noted that 57% of 6-month wage-employed graduates surveyed reported having written employment contract, the rate declined to 48% among the 12-month graduates. The decline rate of graduates having employment contracts of 12 from 6-month cohorts can be observed and justified by the size of enterprises that 12-month graduates worked. A higher rate of 12-month graduates worked in small and micro enterprises. Most of them were family businesses and could not provide proper employment contracts. In other words, more 6-month graduates worked in medium and large business than the 12 months, therefore the possibility of having employed contract was higher for 6-month cohort. The rate differs by intervention area. Among IA1 graduates, 60% of the wage employed reported having employment contract and increased to 63% for 12-month cohort. Wage-employed graduates under IA3 is slightly different rate of 59% for 6-month group and decreased to 56% among 12-month cohort. The lower rate could be observed among hospitality graduates (IA4). Only 49% of the wage-employed surveyed reported that they had employment contract, and 28% for 12-month category. Overall, 46% of graduates worked in occupations related to training had written contracts compared to 61% of those who worked in unrelated occupations.
- average working hours:** among all wage-employed graduates, the average working hours were 7.9 hours per day and 6 days per week. In general, women worked a bit longer than men on average (8.1 hours compared to 7.8 hours respectively). It's noticeable that women graduates under IA4 who were working in related occupations to their training worked on average longer than other group up to 8.9 hours per day. Their positions include Barista, Cahier, Food and Beverage server, housekeeper, receptionist, bartender, cook, restaurant supervisor, hotel manager, etc.

- **annual leave:** among all (226, 119 women) wage-employed graduates, **47%** reported that they had annual leave (paid leave) on average 17 days a year, while the rest stated they could take leave if they wanted but it was unpaid.
- **work insurance:** **50%** of wage-employed graduates reported having work insurance either from the National Social Security Fund (NSSF) or from private companies.
- **enterprise's support:** **45%** reported having received support from their enterprises including food support/allowance (72%), accommodation support (62%), transportation support/allowance (34%).
- **work incentives:** 49% received work incentives from their employers in the form of bonus or rewards.
- **work environment:** almost all (99%) of wage-employed graduates perceived that they were treated equally among the employees, 97% thought that their workplace/job was safe, and 67% perceived that their job was stable. There were no different perceptions between men and women on work safety and equal treatment at work.
- **working condition satisfaction:** among the surveyed waged-employed graduates, the study revealed slightly different satisfaction rates on working conditions, 89% of 6-month graduates reported satisfaction (18% very satisfied and 71% satisfied) while 84% of 12-month graduates were satisfied (33% very satisfied and 51% satisfied). A lower satisfaction on working condition of the 12-month cohorts was observed. The justification could be reflected on some aspects which were reported by both graduates including the received work incentive, average working hours, annual leave, and equal treatment at work. It is observed that 6-month graduates reported to have better conditions on all of these. In addition, the 6-month cohort received a work incentive higher than the 12-month cohort. In addition, it should be noted that the 6-and 12-month graduates in this second study round were two different cohorts which does not directly reflect the decrement of satisfaction rate of the same track of graduates.

The analysis of the working condition comparison in the second tracer round found that 93% of employed graduates maintained the same working conditions. Solely 4% indicated improvement, while 2% expressed worse conditions. Here suggested that the training had low impact on working conditions status. Additionally, the SDP activities did not strongly intervene on the aspect of working conditions. Despite that, a slight improvement should be noted as well. Table 2: Wage employed graduates' working conditions before, 6 months, and 12 months after training details the overall comparison of wage-employed graduates' working conditions before training, 6 months, and 12 months after finished training.

Table 2: Wage employed graduates' working conditions before, 6 months, and 12 months after training.

Working conditions	Before training	6 months after training	12 months after training
% graduates having employment contract	53%	57%	48%
# of average working hours per day	7.7	7.8	8.1
# of average working days per week	5.8	5.8	5.9
% of graduates have paid annual leave	52%	50%	44%
# average annual leave (in days)	17	17	17

% graduates having work insurance	53%	45%	56%
% graduates receiving support from enterprise	37%	42%	49%
% graduates receiving work incentive/bonus	48%	50%	47%
Average monthly income of wage-employed graduates	USD126	USD236	USD 248

4.2.5 Training Relevance

The findings showed that 60% of the employed graduates (77% for self-employment and 51% for wage employment) were working in the positions related to training received, while the other 40% were working disparately. A few reasons were provided for why they worked differently from the skills learned. Among those were, but not limited to, the job provided better career possibilities (53%), higher salary with the current job (13%), the job was more stable (13%), and the job was more interesting (4%).

Overall, graduates rated 8 out of 10 on the relevance of skills learned during training for their current job. Furthermore, **75%** of all employed graduates reported to be satisfied with the relevance of skills and competencies to apply at work. A higher satisfaction rate was stated by those graduates who worked related to the training with up to 94% satisfied and very satisfied. The graduates described the usage of new skills at work substantially, ability to run the business, transferring the skills to others. Furthermore, graduates who worked in unrelated occupations to the courses acknowledged the importance of soft skills they received as part of the training. They reported that the training has improved their communication skills, business initiations, finding a job, saving money and green skills.

However, 13% of graduates attended further training after course completion to be able to work well. Around 26% of wage-employed graduates also expressed that they received positive feedback from employers after the training.

4.2.6 Training Impact

The questions on training impact were asked only to 345 (186 women) employed graduates. Out of whom, 75% or 260 (144 women) graduates (73% for 6-month cohort and 79% for 12-month cohort) perceived that the training had positive impacts on their lives and their current jobs. Those impacts include chiefly on improving customer communication (56%), improving customer service (46%), communication with colleague (37%), improving skills for job betterment (42%), increasing income (29%), enlarging responsibilities at work (27%), self-awareness of what to do at work (13%), and getting promotion at work (2%).

Moreover, 44% (151 graduates, 84 women) of employed graduates had plan for future careers after receiving training. Most of them, 102 (56 women) graduates or 68% planned to start their own business related to the specific occupation they were trained for, including coffee shop, electricity store, motorcycle repair shop, and construction service. About 16% were willing to look for a new job, and 7% were planning to expand their current business. More than half of the surveyed respondents (54%) intended to attend further training. Owning and expanding business is the rationality for attending.

4.2.7 Recommendation on Training

Graduates were asked whether there were any skills they wished had learned but did not learn during their training. A total of 227 (138 women) or 38% of surveyed graduates answered that they wished had learnt some skills related to their technical skills training. Graduates under IA1 and IA3, mentioned technical skills such as IT and computer skills, make-up skills, clothes design and wedding embellishment, air condition repairing skills, and small engine repair skills. Hospitality graduates (IA4) wished had learned higher level of barista skills cocktail/bartender skills, cooking/chef, English language, IT skills, communication skills, business and financial management,

Overall, graduates provided positive feedback on the training. The recommendations from graduates were provided as qualitative comments and could be summarized as follows. They were satisfied with the training received and asked training providers to continue offering vocational courses as well as to raising awareness about training in the provinces. However, the graduate suggests the training provider to provide decent learning materials including computers, internet. Moreover, the certificate of appreciation for top performer trainee should be issued to boost their emotional and physical learning. Some graduates suggested that there should be more practical sessions and the course duration should be longer, while other graduates suggest having or embed English language in the course. Some hospitality (IA4) graduates suggested having higher levels of training in barista and other skills in hospitality. It is similar to the previous tracer study.

4.2.8. Graduates' evolution of 6 and 12 months

This section provides summarized evolutions of graduates at 6 and 12 months after completing the training and between tracer study round 1 (previous round) and round 2 (current study) conducted approximately one year after another. *Table 3: Graduates' evolutions in the 2nd round of study* presents the evolution of 6 and 12-month cohorts entirely for round 2, while *Table 4: Graduates' evolution 1st and 2nd rounds of study* visualizes evolution of both study rounds combined. The 1st round was conducted only with 6-month cohort as there were no 12-month graduates yet.

Table 3: Graduates' evolutions in the 2nd round of study

Graduates' evolution (study round 2)		Before training	6 months after training	12 months after training
Employment rate (%) graduates under IA1 and IA3		28%	54%	59%
% Wage employment		62%	63%	62%
Employment type	% Self employment	32%	32%	35%
	% Family/friend business without salary	6%	5%	3%
% Graduates working related to training received		N/A	56%	66%
% Graduates satisfied with the relevance of training on their current jobs		N/A	77%	80%
Graduates' incomes and income increase compared to before training	Overall	USD153	USD253 65% [↑]	USD290 89% [↑]
	Wage employed	USD126	USD236 88% [↑]	USD248 97% [↑]
	Self employed	USD208	USD285 37% [↑]	USD364 76% [↑]

% Graduates having employment contract (only wage employed)	53%	57%	48%
% Graduates' satisfaction on their current working conditions (only wage employed)	N/A	89%	84%

Table 4: Graduates' evolution 1st and 2nd rounds of study

Graduates' evolution (study rounds 1 and 2)		Before training	6 months after training	12 months after training
Employment rate (%) graduates under IA1 and IA3		29%	52%	59%
Employment type	% Wage employment	64%	64%	62%
	% Self employment	29%	30%	35%
	% Family/friend business without salary	7%	6%	3%
% Graduates working related to training received		N/A	64%	66%
% Graduates satisfied with the relevance of training on their current jobs		N/A	84%	80%
Graduates' incomes and income increase compared to before training	Overall	USD169	USD266 57%↑	USD290 72%↑
	Wage employed	USD132	USD240 82%↑	USD248 88%↑
	Self employed	USD249	USD323 30%↑	USD364 46%↑
% Graduates having employment contract (only wage employed)		41%	53%	48%
% Graduates' satisfaction on their current working conditions (only wage employed)		N/A	92%	84%

4.3. EMPLOYERS

This section afterward provides the analysis of results regarding employers' survey focusing on the enterprise recruitment methods, employers' satisfaction on the graduates' skills and competencies at the workplace, and employers' recommendations on graduates' skills and training.

4.3.1 Enterprise characteristics

For the second round of tracer study, 29 employers from 27 enterprises were surveyed via telephone. Among them, 17 were managers. 8 were the business owners, 2 branch managers, 1 admin and 1 commune clerk. Across 11 business sectors including hospitality, education, electricity and energy, construction, electronic, public work, civil society, garment, ICT/business, mechanic, and transportation. Table 5: Enterprises surveyed by business type and sector, and graduates' positions provides the details of enterprises/establishments surveyed, grouped by sector, and the graduates' position at the enterprise.

Table 5: Enterprises surveyed by business type and sector, and graduates' positions

Business/entity sector	Business/entity activities	Graduate position at the enterprise/entity	# of enterprise/entity
Organization	NGO	Receptionist	1
		Teacher	1

Construction	Plumbing servicing	Sale officer	1
Education	Private school	Accountant	1
		Teacher	1
Electricity and energy	Electrical servicing Electrical shop	Air-conditioner	1
		Electrical wirer	1
Electronic	Electrical shop	Sale officer	1
Garment	Tailoring	Tailor	1
Hospitality	Coffee Shop	Barista	1
	Guest house	Cashier	1
		Guesthouse general manager	1
		HR and staff training supervisor	1
		Receptionist	1
	Hotel	Housekeeper	1
	Resort	Barista	2
		Food & beverage server supervisor	1
		Housekeeper	1
	Restaurant	Barista	1
Food & beverage server		1	
ICT/Business	Industry	Staff	1
	Mobile network	Infrastructure staff	1
Public work	Government office/department	Admin staff	1
		Social service officer	1
Logistic/ transportation	Logistic/transportation	Delivery staff	2
Total enterprises/entities			27

The survey revealed that 77% of the interviewed enterprises/establishments collaborated with PTCs and institutions to provide traineeship and employment opportunities for trainees and graduates under IA1 and IA3.

4.3.2 Recruitment method

Being identical to the previous round, employers and supervisors were asked about their staff recruitment methods. The result showed that personal acquaintances and referrals were the most popular method (38%), followed by social media advertisements (28%), recruitment from TVET school/PDoTs (20%) and recruitment through existing staff (9%), recruitment banner (3%), and recruitment from other enterprise (1%).

Up to 93% of the employers surveyed stated that they would recruit graduates from the TVET schools and PDoTs again if they needed staff. This indicated a positive aspect of the graduates' skills and performance at work.

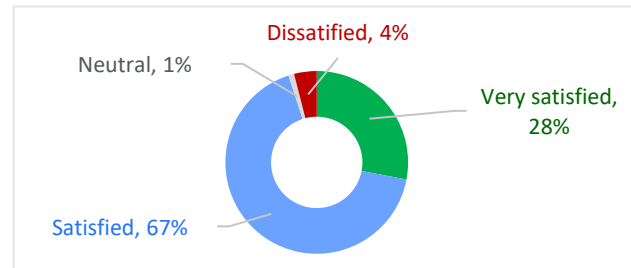
4.3.3 Satisfaction on graduates' skills and competencies

In the survey questionnaire, employers were asked to grade their satisfaction on graduates' (employees') skills and competencies performed at the workplace on the scale from 1 to 10 (1= low/dissatisfactory score, and 10=high/very satisfactory score). Those qualities covered graduates'

overall performances, technical skills, communication (with colleagues and customers), commitment to perform the job, confidence, and honesty.

Overall, **95%** of the employers surveyed graded satisfied with the graduates' performance, 28% rated 10 out of 10, 67% rated from 6-9 out of 10, while 4% provided dissatisfied score (1-4), and around 2% scored 5 out of 10 (neutral). On average the rating on graduates' honesty was the highest (9 out of 10), followed by commitment to the job (8.6), confidence in the job (8.6), communication with colleagues (8.2), communication with customers (8), and technical skills to do the job (7.5). The overall skills to perform well on the job were rated 8.5 on average (median=9).

Figure 14: Employers' satisfaction on graduates' skills and competencies for job



Employers also provided suggestions that graduates needed additional skills both technical and soft skills to performance the job better including customer service (31%), technical skills for job (18%), teamwork (11%), cross cultural interaction (9%), English language (7%), self-confidence (5%), work commitment (4%), IT/computer skills (4%), and numerical/math skills (3%). The employers were also asked to compare graduates who had received the training to other employees who had not, both in the same position at their enterprises.

Figure 15: Comparison of graduates' skills and performance to other employees in the same



58% of the employers stated that graduates (who went through the training) had better technical skills. Regarding communication skills compared to other employees, 50% said that graduates could perform better. On commitment to work and self-confidence, 33% and 17% of employers respectively mentioned that graduates were better than other employees in the same position. Notwithstanding, only 8% of employers stated that they paid more for graduates compared to other employees, 92% said they paid the same. The justification for the higher income of graduates in the same position as others provided by employers were better technical skills and flexibility at work.

4.3.4 Recommendation on training

Employers surveyed recommended that training provider should offer more training in technical skills such as barista, cocktail, housekeeping, food and beverage, accountant, administration and management, and English language. Moreover, the training should be flexible with the context of business and learner availability. Soft skills comprising of commitment, communication, and good personality were perceived as the importance aspects as some graduates caused problems for employers during their traineeship and/or employment.

18 days a year⁸. Therefore, the average working hours and paid annual leave are slightly below standard compared to the labour law. Most graduates perceived that their jobs had a good environment in terms of equal treatment (99% of wage-employed graduates), and their jobs were stable (67%) and safe (97%).

The comparison of working conditions before and six months after the training showed that in general only 4% of the wage employed graduates had improved their working conditions in terms of work hours, employment contract, annual leave, work insurance, enterprise support, and incentives.

The findings on training relevance indicated that **60% of employed (self and wage employed) graduates (207 graduates, 114 women) were working in relation to the training they received.** Even among those graduates who were working unrelated to their training, 71% (138 graduates, 72 women) of them perceived the soft skills learnt were important for their current jobs. Overall, graduates rated the relevance of skills and competencies acquired from the training for their workplace 8 out of 10 (median=9) with 75% of them reported their satisfaction with the skills and competencies received from training for their jobs. The rate went higher to 94% satisfied among graduates who worked related to the training.

The analysis among employed graduates demonstrated that **75% of them (260 graduates, 144 women) reported that the training had a positive impact on their lives and/or current jobs.** Those impacts include the improvement of customer communication and better customer service, improvement of skills to perform the job, improvement of communication with colleagues, income increased, being able to expand areas of responsibilities at work, self-awareness of what to perform at work, and getting promoted at work. On the other hand, 96% or 226 of unemployed graduates perceived training benefits other than employment and income. Those benefits include connection and communication with others, improvement decision-making skill, being able to express themselves, and aware of greening skills. A total of 54% of the graduates surveyed intended to participate in further training if they had time.

VI. ANNEXES

ANNEX 1: DETAILS ON THE SURVEY RESULTS

Table 6: Graduates surveyed by training providers and courses, disaggregated by sex

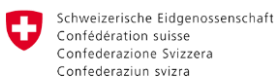
Training providers and courses	Women	Men	Total
CJFTEC	2	0	2
Beverage & Food Processing	2	0	2
NIEI	66	47	113
Air-conditioning servicing	1	1	2
Barista	51	8	59
Beauty and Salon	8	0	8
Building electrical wiring	2	18	20
Cook	2	1	3
Domestic Refrigerate Air-Condition Service	1	15	16
Electrical		1	1
Food & Beverage Service	1	1	2

⁸ Source: Council for the Development of Cambodia (URL: <https://cdc.gov.kh/laws-and-regulations/employment-and-labor/>)

Training providers and courses	Women	Men	Total
Information Technology		1	1
Khmer and Thai food		1	1
NPIA	3	7	10
Automotive Air Conditioner Servicing		3	3
Automotive servicing		2	2
Building electrical wiring		1	1
Electrical maintenance & fitting	3	1	4
PDoT Kratie	28	13	41
Barista	6	4	10
Food & Beverage Service	3	0	3
Front Office	2	1	3
Housekeeping	10	1	11
Tour guide	7	7	14
PDoT Mondulkiri	17	10	27
Barista	10	9	19
Food & Beverage Service	2		2
Front Office	4	1	5
Housekeeping	1		1
PDoT Preah Vihear	18	12	30
Barista	4	3	7
Community Tour Guide	1		1
Food & Beverage Service	5	3	8
Front Office	3		3
Housekeeping		1	1
Tour guide	5	5	10
PDoT Ratanakiri	33	11	44
Barista	15	4	19
Food & Beverage Service	11	6	17
Front Office	6	1	7
Housekeeping	1		1
PDoT Stung Treng	31	14	45
Barista	9	5	14
Food & Beverage Service	8	1	9
Front Office	4	0	4
Housekeeping	1	0	1
Tour guide	9	8	17
PTC Kratie	11	22	33
Air-conditioning servicing		1	1
Arc welding		1	1
Building electrical wiring	3	3	6
Computer servicing	8	3	11
Domestic Refrigerate Air-Condition Service		4	4
Electrical maintenance & fitting		3	3
Electricity		4	4
Masonry		3	3

គម្រោងរបស់៖

A project of:



Swiss Agency for Development and Cooperation SDC

សហការជាមួយ៖

In collaboration with:



សហការជាមួយ៖

In consortium with:



អនុវត្តគម្រោងដោយ៖

Implementer:



Training providers and courses	Women	Men	Total
PTC Mondulkiri	27	10	37
Arc welding		2	2
Beauty and Salon	3		3
Building electrical wiring	8	1	9
Computer servicing	4	2	6
Electrical	1	2	3
Electrical maintenance & fitting	8		8
Information Technology	3	1	4
Motorcycle servicing		2	2
PTC Preah Vihear	23	49	72
Automotive servicing		6	6
Building electrical wiring	7	34	41
Computer servicing	16	7	23
Masonry		1	1
Motorcycle servicing		1	1
PTC Ratanakiri	33	28	61
Beauty and Salon	21		21
Computer servicing	4	6	10
Electricity	1		1
Man-Hair Cut		9	9
Motorcycle servicing	1	12	13
Tailor	6	1	7
PTC Stung Treng	30	11	41
Arc welding		1	1
Building electrical wiring		6	6
Computer servicing	30	4	34
RPITSSR	6	39	45
Air-conditioning servicing		1	1
Building electrical wiring	4	27	31
Domestic Refrigerate Air-Condition Service		10	10
Electrical maintenance & fitting	1	1	2
Hospitality service	1		1
Grand Total	328	273	601

Table 7: Percentage of graduates received post training supports by training provider

Intervention Areas (IA) and training providers	Women	Men	Total
IA1	56%	55%	55%
PTC Kratie	100%	50%	56%
PTC Mondulkiri	90%	100%	93%
PTC Preah Vihear	35%	44%	41%
PTC Ratanakiri	66%	59%	63%
PTC Stung Treng	42%	86%	54%
IA3	59%	48%	53%
CJFTEC	100%		100%
NIEI	61%	55%	59%

NPIA	0%	83%	83%
RPITSSR	0%	35%	32%
IA4	14%	21%	16%
PDoT Kratie	0%	0%	0%
PDoT Mondulkiri	0%	0%	0%
PDoT Preah Vihear	20%	40%	30%
PDoT Ratanakiri	26%	33%	27%
PDoT Stung Treng	0%	25%	12%
Overall	46%	48%	47%

Table 8: Employment rate before and after training


Intervention area and course	Employment rate before training	Employment rate 6 month	Employment rate 12 month
IA1	15%	45%	51%
Direct trainee	15%	45%	47%
Air-conditioning servicing		0%	0%
Arc welding		0%	100%
Automotive servicing	33%	33%	0%
Beauty and Salon	19%	76%	0%
Building electrical wiring	8%	22%	23%
Computer servicing	7%	33%	44%
Domestic Refrigerate Air-Condition Service	50%	25%	0%
Electrical	100%	100%	0%
Electrical maintenance & fitting		0%	55%
Electricity	20%	40%	0%
Information Technology	100%	100%	50%
Man Hair Cut	22%	100%	0%
Masonry	100%	100%	100%
Motorcycle servicing	8%	62%	100%
Tailor		57%	0%
Indirect trainee		0%	100%
Beauty and Salon		0%	100%
Motorcycle servicing		0%	100%
IA3	45%	68%	72%
Direct trainee	45%	68%	69%
Air-conditioning servicing		0%	100%
Automotive Air Conditioner Servicing	33%	67%	0%
Automotive servicing		0%	0%
Barista	62%	71%	57%
Beauty and Salon	67%	83%	50%
Beverage & Food Processing		100%	0%
Building electrical wiring	36%	72%	67%
Cook		0%	33%
Domestic Refrigerate Air-Condition Service	33%	57%	100%
Electrical		0%	0%
Food & Beverage Service		0%	100%
Information Technology		0%	0%



Khmer and Thai food		0%	100%
Indirect trainee		0%	80%
Air-conditioning servicing		0%	100%
Building electrical wiring		0%	71%
Electrical maintenance & fitting		0%	83%
Hospitality service		0%	100%
IA4	65%	68%	77%
Direct trainee	59%	63%	81%
Barista	92%	83%	81%
Food & Beverage Service	100%	100%	93%
Front Office	60%	80%	57%
Housekeeping	80%	100%	0%
Tour guide	41%	46%	0%
Indirect trainee	76%	76%	68%
Barista	79%	83%	50%
Community Tour Guide		0%	0%
Food & Beverage Service	100%	50%	76%
Front Office	57%	43%	33%
Housekeeping	75%	88%	100%
Grand Total	38%	58%	66%

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In consortium with:



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Implementer:



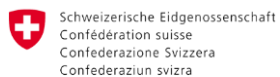
Table 9: Graduates incomes before training, 6 months, and 12 months after training by course

Intervention area and course	Average income before training	Average income 6 month	Increment rate (%)	Average income 12 month	Increment rate (%)
IA1	\$ 54	\$ 174	220%	\$ 225	312%
Direct	\$ 54	\$ 174	220%	\$ 240	341%
Arc welding	\$ -	\$ -	NA	\$ 372	Infinity
Automotive servicing	\$ -	\$ 75	Infinity	\$ -	0%
Beauty and Salon	\$ 19	\$ 85	342%	\$ -	-100%
Building electrical wiring	\$ 84	\$ 253	201%	\$ 138	65%
Computer servicing	\$ 25	\$ 208	732%	\$ 202	710%
Domestic Refrigerate Air-Condition Service	\$ -	\$ 50	Infinity	\$ -	NA
Electrical	\$ 243	\$ 283	16%	\$ -	-100%
Electrical maintenance & fitting	\$ -	\$ -	NA	\$ 236	Infinity
Electricity	\$ 160	\$ 330	106%	\$ -	-100%
Information Technology	\$ 315	\$ 315	0%	\$ 225	-29%
Man-Hair Cut	\$ 13	\$ 134	973%	\$ -	-100%
Masonry	\$ 220	\$ 183	-17%	\$ 349	59%
Motorcycle servicing	\$ 26	\$ 160	525%	\$ 500	1848%
Tailor	\$ -	\$ 155	0%	\$ -	0%
Indirect	\$ -	\$ -	NA	\$ 123	Infinity
Beauty and Salon	\$ -	\$ -	0%	\$ 76	Infinity
Motorcycle servicing	\$ -	\$ -	0%	\$ 193	Infinity
IA3	\$ 140	\$ 260	85%	\$ 278	98%
Direct	\$ 140	\$ 260	85%	\$ 277	98%
Air-conditioning servicing	\$ -	\$ -	0%	\$ 266	Infinity
Automotive Air Conditioner Servicing	\$ 125	\$ 300	140%	\$ -	-100%
Barista	\$ 165	\$ 221	34%	\$ 197	19%
Beauty and Salon	\$ 214	\$ 311	45%	\$ 230	7%
Beverage & Food Processing	\$ -	\$ 335	Infinity	\$ -	NA

Building electrical wiring	\$ 141	\$ 294	108%	\$ 375	166%
Cook	\$ -	\$ -	0%	\$ 410	0%
Domestic Refrigerate Air-Condition Service	\$ 75	\$ 238	216%	\$ 350	365%
Food & Beverage Service	\$ -	\$ -	0%	\$ 240	0%
Khmer and Thai food	\$ -	\$ -	0%	\$ 180	0%
Indirect	\$ -	\$ -	NA	\$ 279	Infinity
Air-conditioning servicing	\$ -	\$ -	0%	\$ 160	Infinity
Building electrical wiring	\$ -	\$ -	0%	\$ 256	Infinity
Electrical maintenance & fitting	\$ -	\$ -	0%	\$ 223	Infinity
Hospitality service	\$ -	\$ -	0%	\$ 170	Infinity
IA4	\$ 260	\$ 317	22%	\$ 340	31%
Direct	\$ 239	\$ 288	21%	\$ 341	43%
Barista	\$ 184	\$ 356	94%	\$ 323	76%
Food & Beverage Service	\$ 605	\$ 651	8%	\$ 411	-32%
Front Office	\$ 405	\$ 343	-15%	\$ 205	-49%
Housekeeping	\$ 78	\$ 72	-8%	\$ -	-100%
Tour guide	\$ 169	\$ 189	12%	\$ -	-100%
Indirect	\$ 290	\$ 359	24%	\$ 338	16%
Barista	\$ 325	\$ 354	9%	\$ 900	177%
Food & Beverage Service	\$ 750	\$ 1,186	58%	\$ 376	-50%
Front Office	\$ 325	\$ 575	77%	\$ 160	-51%
Housekeeping	\$ 124	\$ 190	53%	\$ 179	44%
Overall	\$ 153	\$ 253	65%	\$ 290	89%

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Implementer:



ANNEX 2: STUDY QUESTIONNAIRES LINKS

- [Graduate questionnaire \(Khmer\)](#)
- [Graduate questionnaire \(English\)](#)
- [Graduate questionnaire \(Electronic form in Kobo Toolbox\)](#)
- [Employer questionnaire \(Khmer\)](#)
- [Employer questionnaire \(English\)](#)
- [Employer questionnaire \(Electronic form in Kobo Toolbox\)](#)

ANNEX 3: STUDY REPORT LINK ON POWER BI DASHBOARDS

- [Link to report visualization in Power BI](#)

