

Employer Skills Need Survey: Cambodia's Experience

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in

Cedefop-ILO-ETF Expert Seminar

on

Guides for Skills Anticipation and Matching

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Objective

- “Employer Skills Need Survey 2012” in Cambodia is supported by the ILO with the objective to:
 - ✓ Provide input into designing of necessary skills policy as well as national employment strategy
 - ✓ Provide LMI for employment counseling and guidance
 - ✓ Provide some baselines for further studies and development of future skills anticipation

Methodology

1. Sector - six sectors to be covered (with fastest value added growth rate or large employment share of workforce):

- ✓ Accommodation
- ✓ Construction
- ✓ Finance and insurance
- ✓ Food and beverage
- ✓ Garment, apparel, and footwear
- ✓ Rubber and plastics

2. Questionnaires

- ✓ Questionnaire design based on input from Olga Streistka-Ilina (ILO) and consultation with UKCES's Employer Skills Survey and CEDEFOP's Employer Skill Need Survey in Europe
- ✓ Final questionnaire includes:
 - A. Firmographics
 - B. Structure of workforce
 - C. Recruitment difficulties
 - D. Future hiring
 - E. Skills gap and workforce training
 - F. Business strategy

3. Sampling design

➤ Sampling frame

- ✓ Establishment Census 2011 updated using information from directory (Yellow Page 2012)
- ✓ Size: establishments with employees 10+

➤ Sample selection method

- ✓ Stratified random sampling with probability proportional to size
- ✓ Size classification: 10-19, 20-99, and 100+

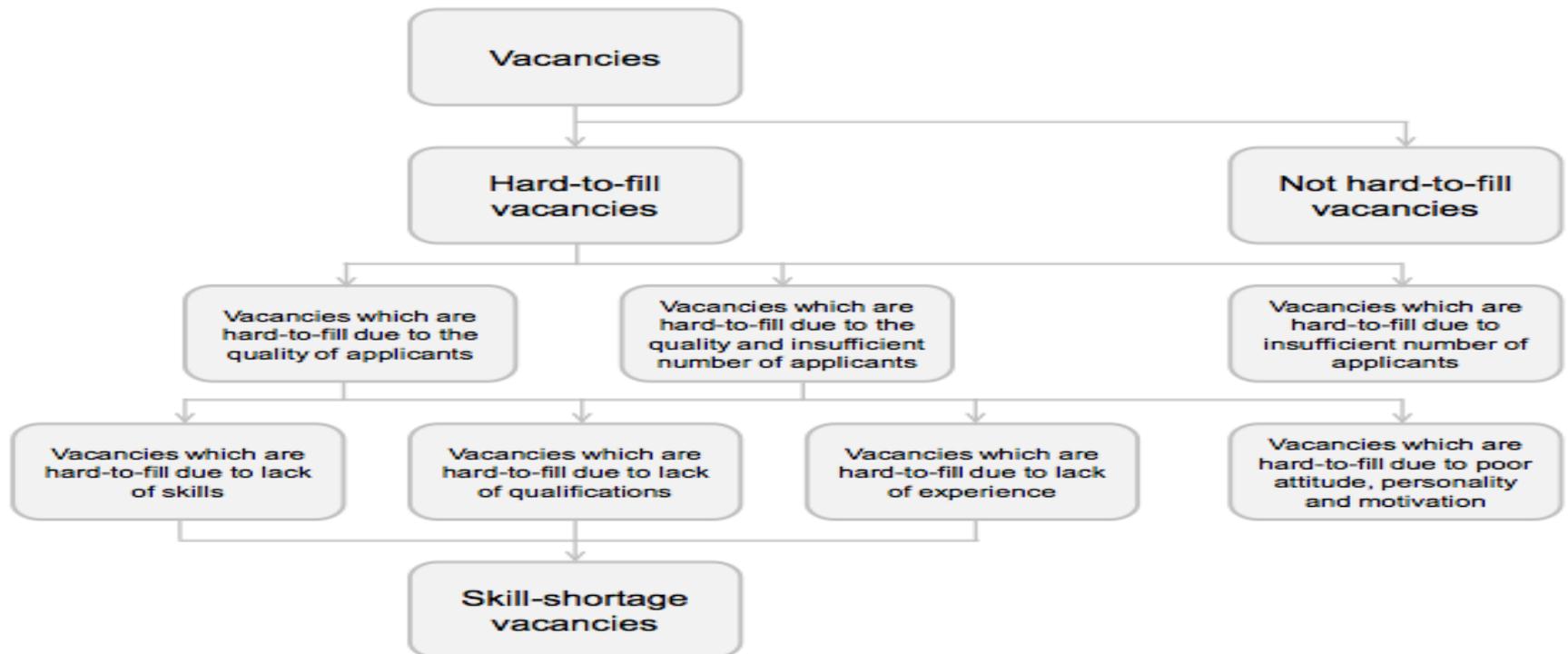
Distribution of Sampled Establishments by Sector and Size

	10-19	20-99	100+	Total
Accommodation	35	64	35	134
Construction	50	37	11	98
Finance and insurance	31	79	28	138
Food and beverage	62	49	17	128
Garment, apparel and footwear	20	48	145	213
Rubber and plastics	19	24	8	51
Total	217	301	244	762

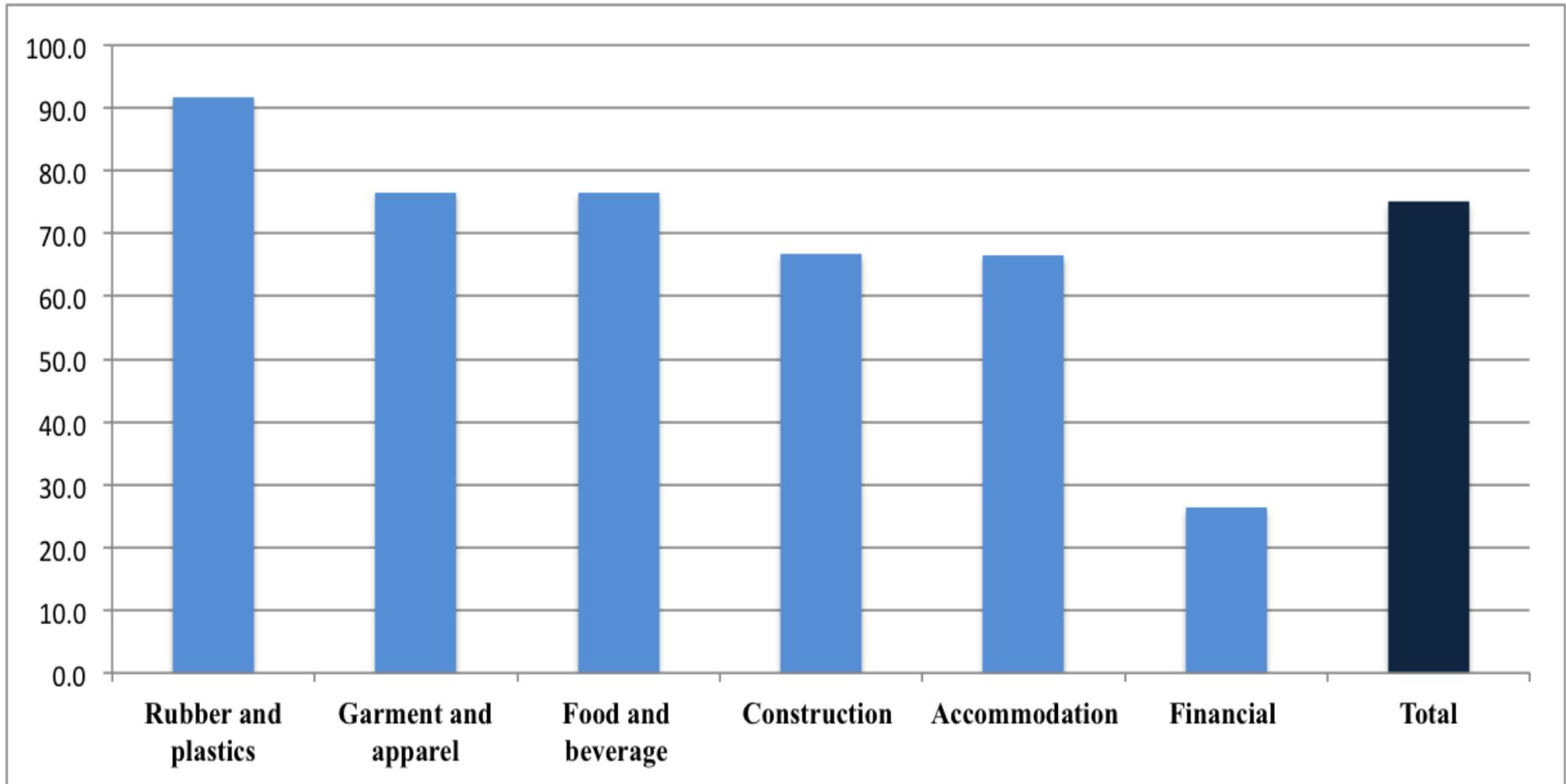
- **Fieldwork:** 03-21 December 2012, with an average length of face-to-face interview (of HR manager or staff who has best knowledge of establishment's workforce) of about 45 minutes.
- **Response rate:** 67.8%

Some Key Results

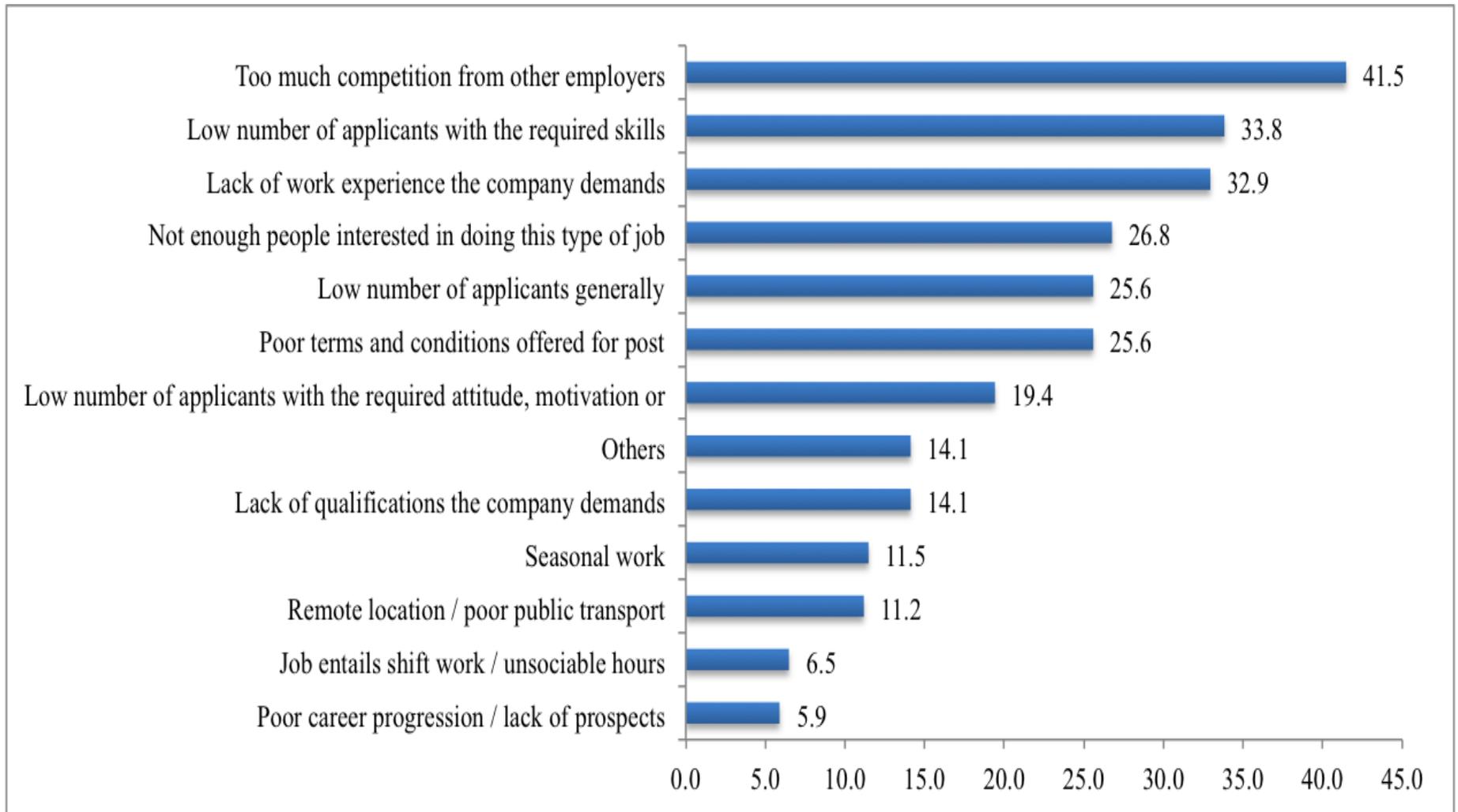
- **Skills shortage:** Lack of available skilled people which results in recruitment difficulties (Streistka-Ilina, 2008; UKCES, 2012)
- **Skills gap:** Situation where employers find their existing workforce have inadequate skills types/level to meet the business objectives (Streistka-Ilina, 2008; UKCES, 2012)



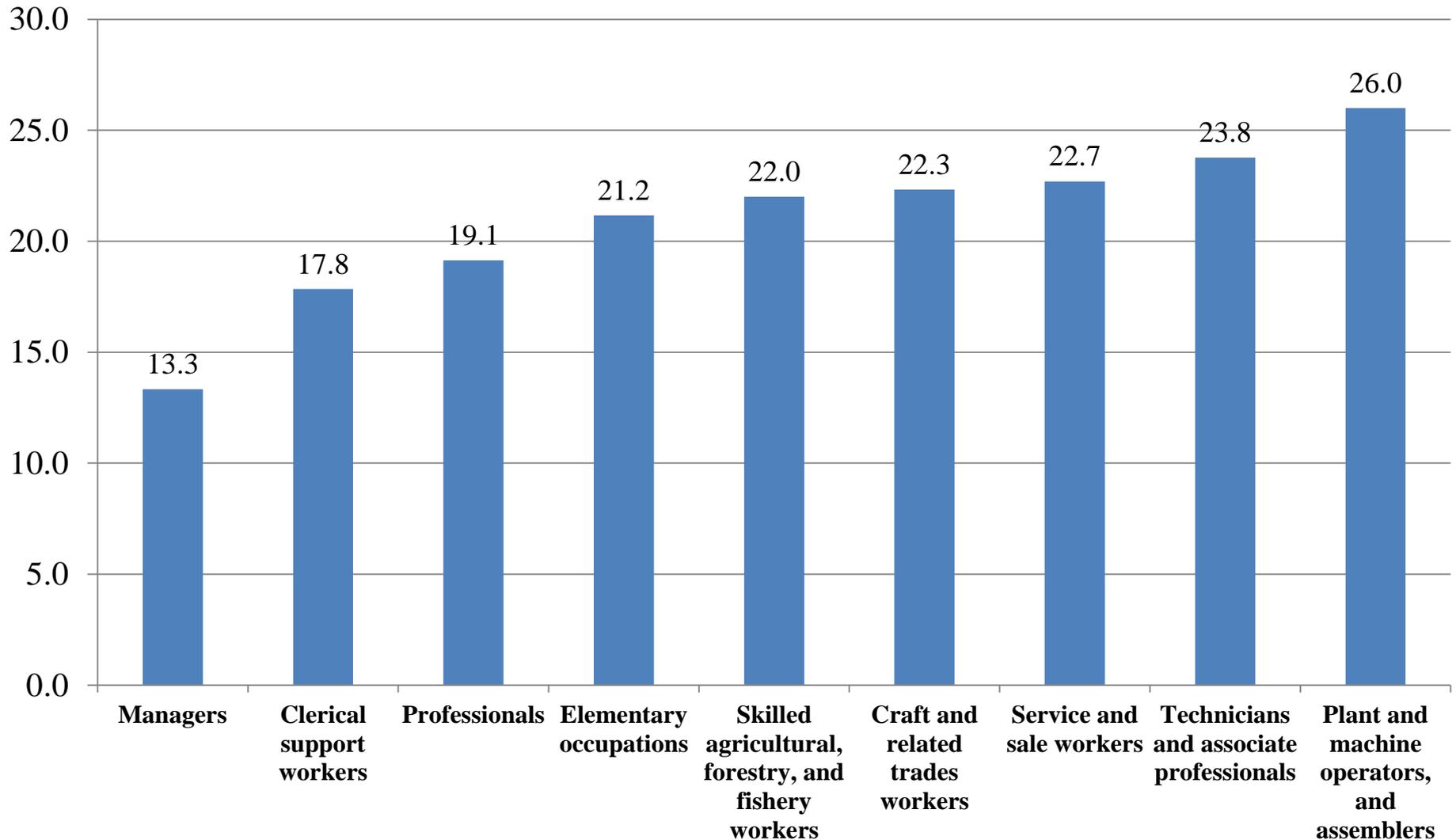
Share of hard-to-fill vacancies by sector



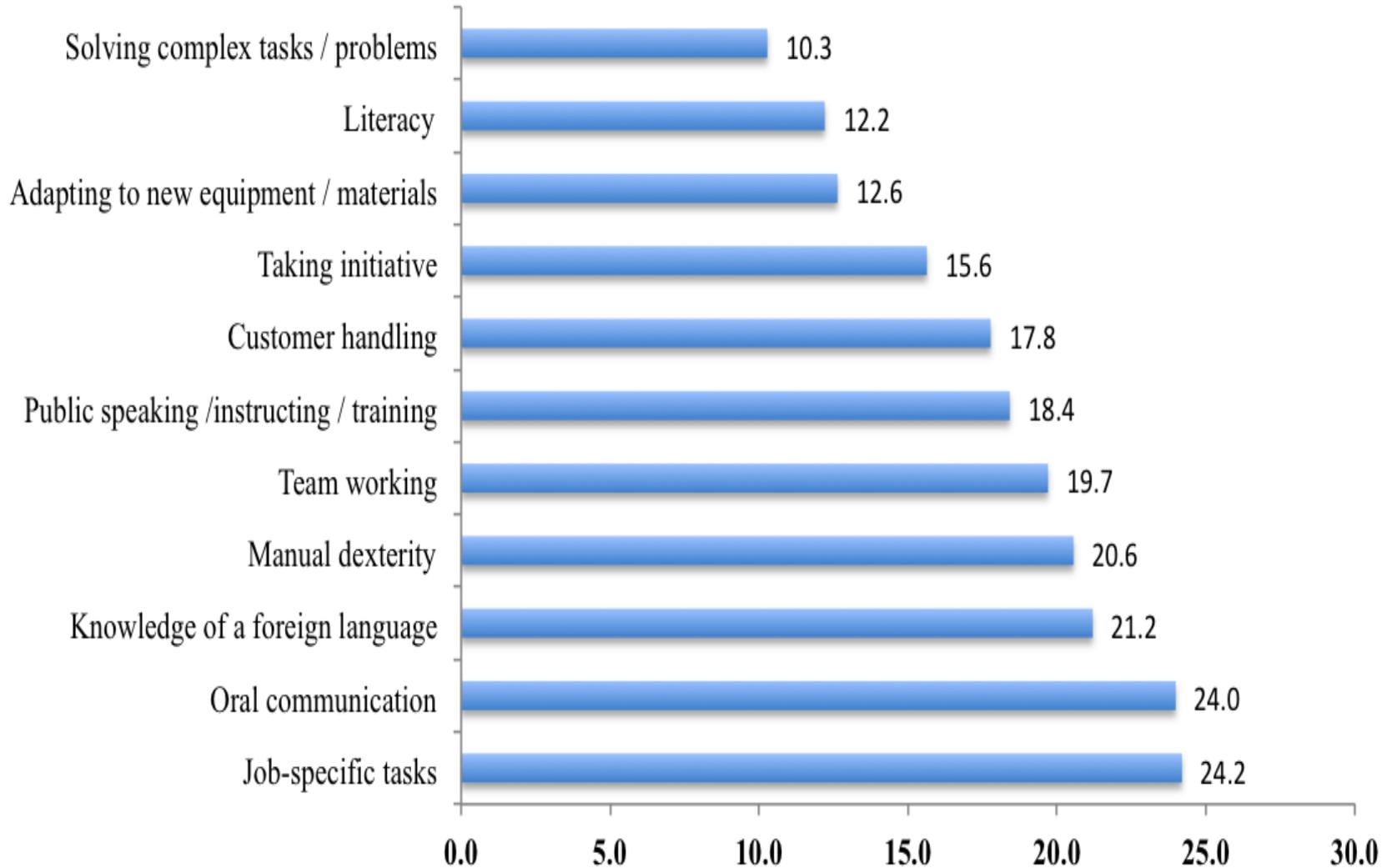
Causes of hard-to-fill vacancies



Share of skill gap by occupation



Skills need to be improved



Difficulties

- It is a first time demand-side multi-sectoral survey conducted in Cambodia which provides input for formulation of national employment strategy and TVET policy. It has also set some baselines for further work on development of LMIS including skill anticipation
- **But, a range of difficulties have been encountered:**
 - Coverage: large share of informal sector, many companies have not kept record
 - Sampling frame: lack of updated list of establishments
 - Low response rate: lack of cooperation from employers

- Questionnaire design: lack of previous information or guide to help in designing appropriate questionnaire. Difficult to adapt questionnaire from developed countries to Cambodian context because different structure of economy, technology, education, policy goals/purposes, etc. These pose problems during data collection and analysis
- Lack of clear working definition of key terms, e.g. skill, skill shortage, skill gap, etc. resulting in difficulties in designing questionnaire and measurement

- Occupation (ISCO), industry (ISIC) and education standard classification are not widely used and understood
- Capacity to manage the survey and analyze the data (esp. questionnaire design, sampling procedure with limited information, quality control, data storage, and analysis)
- Financial and human resource to conduct survey on a regular basis so as to keep relevant information up to date with the fast changing structure of economy

Thank You!!!



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