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inspiration
in action



UNITED NATIONS VOLUNTEERS IN CAMBODIA

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POVERTY REDUCTION AMONG YOUTH IN CAMBODIA

DEVELOPMENT OF YOUTH VOLUNTEERS' SKILL SETS
FOR INCREASED EMPLOYABILITY



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BACKGROUND

Cambodia has entered a period where youth is the predominant proportion of its population with more than 50 percent being youth aged below 25 years old and 20.6 percent between 15 and 24. The current context of this demographic dividend has posed both an opportunity and a challenge to Cambodia. With large portion of youth on the demographic dividend equals a large amount of labor force, an essential driving force for the development of Cambodia. Yet, this will only work if there are adequate decent job opportunities as well as Cambodian youth possesses ability and skills to enter the labor market.

However, Cambodia has been trapped in cycle of systematic underinvestment in education and skills building at both macro and micro levels. Additionally, according to UNDAF 2016-2018, one fifth of Cambodian population remains in poverty, which is one among the factors why students do not attend class and decide to drop out from school. This results in the reduction of human capital and an increase in low valued sectors like construction or manufacturing. What's more is that young people is more likely to be unemployed comparing to adult (three times higher). This in turn has forced many young Cambodian people to migrate from rural to urban in search for better paid jobs.

To address this issue, the United Nations Volunteers (UNV), the India, Brazil and South Africa (IBSA) Fund and the Ministry of Education, Youth and Sport (MoEYS) have partnered to pilot an innovative approach on youth skills development through volunteering. Through better definition and recognition of skills gained through volunteering, it is expected to see the change in employers and general public's perception towards volunteerism and hopefully this could bring impactful change to lives of thousands of Cambodian youth.

STRATEGIES



OBJECTIVE

To increase Cambodian youth ability to build their skills and find decent work through volunteerism as well as contribute better to their own development and the economic development of their country by reducing poverty amongst youth

PARTNERS



United Nations Volunteers (UNV)



The Ministry of Education, Youth and Sport (MoEYS)



The India, Brazil and South Africa (IBSA) Fund

OVERVIEW

15,792 Participants reached (July 2017 - October 2018)

- 15** UNVs mobilized onsite by project
- 8** UNVs mobilized online by project
- 1,438** Volunteers mobilized
- 10** Knowledge products produced

- Assessment of Youth Centers, Job Centers and CBRCs' Youth Volunteering and Employability Activities
- Study Tour
- Pilot Program for Volunteering During National School Holiday
 - Cambodia's Entrepreneurship Day (C-BED)
 - Dream Magazine
- Thematic Workshops
- International Youth Day
- International Volunteer Day and National Forum on Volunteerism
- Youth Volunteerism Outreach Sessions



July 2017

June 2019

Estimate of percentage of youth volunteers employed

Within 1 year

Within 3 years

Within 5 years

The project is expected to last 22 months (July 2017 - June 2019)

15%

30%

50%



ACHIEVEMENTS



200 Volunteers mobilized

167 Provincial volunteers mobilized from 5 provinces to help facilitate the Pilot Program for Volunteering During School Holiday

23 Youth volunteers mobilized from Phnom Penh to help train the other 175 provincial volunteers in 5 provinces

10 VSO volunteers mobilized to help facilitate the Pilot Program for Volunteering During School Holiday

1,732 Participants reached

345 Kampong Chhnang **342** Kampong Cham **239** Kandal

234 Kampong Thom **205** Takeo **175** Battambang

175 Mondolkiri **17** Phnom Penh

10 Knowledge products produced

PILOT PROGRAM FOR VOLUNTEERING DURING NATIONAL SCHOOL HOLIDAY

Training of Trainers (ToT) and volunteering projects in Youth Centers

Kampong Cham Kampong Chhnang Kampong Thom Kandal Takeo

This activity involved youth volunteers to support Youth Centers and Youth Offices in 5 provinces (Kampong Thom, Kampong Chhnang, Kampong Cham, Kandal, Takeo) through local volunteering projects for a short term, during national school holiday. A ToT session was facilitated to train **23 youth volunteers** mobilized from Phnom Penh, for them to train the **167 provincial volunteers** mobilized during the activity period. A total of **25 provincial mini-projects** were conducted in 5 provinces, reaching **1,330 participants**. Model mini-projects selected from each province are the following:

- Kampong Cham** Waste Management and Recycling
- Kampong Chhnang** Pregnancy and Infant Nutrition
- Kampong Thom** Aedes Mosquito Control Measures
- Kandal** Biodiversity Garden
- Takeo** Career Planning and Major Selection in the Future



STUDY TOUR

Opportunity for local model volunteers to network and learn more about skills development

Battambang Mondolkiri

The Study Tour was designed to promote volunteerism by providing an opportunity for local model volunteers to network and learn about ways to improve their skills. This activity was conducted in 2 provinces, in collaboration with the Youth Center Department. A total of **350 youths** (Female = 160, Male = 190) participated in this activity.

ACTIVITIES

- Assessment of Youth Centers, Job Centers and CBRCs' Youth Volunteering and Employability Activities
- Study Tour
- Pilot Program for Volunteering During National School Holiday
- Thematic Workshops

OUTPUT 1

THE ESTABLISHMENT OF ENABLING POLICY ENVIRONMENT FOR VOLUNTEERISM AND ITS RECOGNITION

STRATEGY

- Fostering volunteerism as a tool for skills development for employability

In line with the *National Policy on Cambodian Youth Development (2011)* and the *Youth Action Plan* that incorporate volunteerism among their priorities, the project will focus on changing the misperception that most Cambodian people still hold towards volunteerism and turn it into a tool for youth to develop their skills for employability.

EXPECTED RESULTS

- Provisions for the establishment of a National Youth Service drafted and tested out through at least 3 pilot program/s, with volunteer management support provided to MoEYS;

1,000 Youth volunteers will participate in activities of the piloting volunteer programs;

3 Accreditation frameworks developed on skills development through volunteerism, working in areas of interest identified by Cambodian stakeholders, for example: new technologies, health and education;

6 Public-private sector partnerships to foster volunteer assignments that facilitate acquiring technical skills transferable to labor market will be agreed;

6 Thematic workshops to train at least 400 volunteers in thematic areas annually will be organized.



ACHIEVEMENTS



473 Volunteers mobilized

375 Provincial volunteers from 25 provinces mobilized to help facilitate Cambodia's Entrepreneurship Day

62 Volunteers from 25 provinces mobilized to help Provincial Office of Education recruit 375 provincial volunteers in 25 provinces

23 Volunteers mobilized to become trainers for Cambodia's Entrepreneurship Day in Siem Reap

13 Volunteers mobilized to help facilitate Cambodia's Entrepreneurship Day

4,025 Participants reached

3,942 Youth participants for Cambodia's Entrepreneurship Day

83 Participants for training on C-BED tools and event management to PoE staff from 25 provinces

CAMBODIA'S ENTREPRENEURSHIP DAY

C-BED sessions in all 25 provinces of Cambodia

NATIONWIDE

This activity celebrated Cambodia's Entrepreneurship Day through facilitation of Community-based Enterprise Development (C-BED) sessions in 25 provinces, all over Cambodia, in collaboration with MoEYS and ILO. This consisted of 3 key steps. First, training of trainers (ToT) for Provincial Coordinators was conducted. Second, trainings of volunteers in each province were conducted. Third, C-BED sessions were launched in 25 provinces on the same day, September 21, 2018, involving **3,942 youth participants**. Dream Magazine was distributed to all participants and volunteers.

August 2017

Guinness World Record for "largest practical business seminar" and a roundtable discussion

December 2017

Second practical business seminar organized in Siem Reap

September 21, 2018

Cambodia's Entrepreneurship Day as the third practical business seminar



ACTIVITIES

Cambodia's Entrepreneurship Day in Siem Reap

Cambodia's Entrepreneurship Day

Training on C-BED tools and event management to PoE staff from 25 provinces

Training for volunteers on C-BED tools and event management

OUTPUT 2

THE ENGAGEMENT OF VULNERABLE YOUTH IN VOLUNTEERISM AS A MEANS OF EMPLOYABLE SKILLS DEVELOPMENT

STRATEGY

- Enhancing the quality of entrepreneurship for poverty reduction

Although there is a large portion of jobs founded in informal sector, micro and macro enterprise, Cambodia entrepreneurs continue to face several challenges including poor contract enforcement, weak rule of law or protection of property, and claims on business rents.

EXPECTED RESULTS

- Research study and knowledge products on poverty reduction through Youth Employability through volunteerism published;
- Engagement with 2 local partners to support social entrepreneurship through incubation programs;

2 Career Building Resource Centers (CBRCs) in Phnom Penh supported to provide quality information/networking support to young people, with tailored trainings;

2,400 Local youth volunteers mobilized/consulted with a specific focus on most vulnerable youth groups;

6 Training modules for hard and soft skill development designed and piloted with a provision to include young people with disabilities;

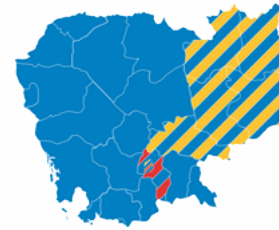
400 Youth trained through the new training modules;

12 Volunteer-involving organizations (VIOs) and/or civil society organizations (CSOs), and at least 12 members of academia, South-South networks or institutes, social entrepreneurs etc. involved and consulted.

International Volunteer Day Cambodia



ACHIEVEMENTS



765 Volunteers mobilized

600 Youth volunteers mobilized for International Volunteer Day activities in Kandal

100 Youth volunteers mobilized for supporting International Youth Day

65 University volunteers mobilized to help facilitation of International Volunteer Day and National Forum on Volunteerism

10,035 Participants reached

1,740 Phnom Penh **235** Kampong Cham **156** Kratie

130 Stung Treng **123** Ratanakiri **72** Mondolkiri

7,579 Online Social Media

10,125 Dream Magazine copies distributed

ACTIVITIES

- Dream Magazine
 - International Nelson Mandela Day
 - International Youth Day
- International Volunteer Day and National Forum on Volunteerism
- Youth Volunteerism Outreach Sessions

INTERNATIONAL VOLUNTEER DAY AND NATIONAL FORUM ON VOLUNTEERISM

Stakeholder panel discussion and volunteering activities

Phnom Penh Kandal

UNV, in collaboration with MoEYS and VolCam (Cambodia Volunteering Network), organized the celebration event for International Volunteer Day and the National Forum on Volunteerism. These events were held under the theme, "Volunteer for a Better You and a Better Society."

- **National Forum on Volunteerism** (December 7, 2017) - Panel discussion on volunteerism - Volunteerism booth fair **1265 youth participants**

- **International Volunteer Day** (December 8, 2017) - Volunteerism activities in Kandal province **600 volunteers**

YOUTH VOLUNTEERISM OUTREACH SESSIONS

Sharing information on volunteerism and skills development to youth in remote provincial areas

Phnom Penh Kampong Cham Kratie
Mondolkiri Ratanakiri Stung Treng

Youth Volunteerism Outreach Sessions were conducted in universities of Phnom Penh and in schools from 5 provinces. This activity was focused in northeastern provinces, to deliver information on volunteerism and skills development to youth with limited access to such information. A total of **1153 youths** (Female = 494, Male = 659) participated in this activity.



OUTPUT 3

ADVOCACY, INFORMATION AND MONITORING (AIM) - STRENGTHENED NATIONAL CAPACITY TO IMPLEMENT VOLUNTEER MANAGEMENT MECHANISMS

STRATEGY

- **Fostering decent and inclusive employment**

With more than hundreds of youths entering labor market every day, it is necessary to have the youth equipped with essential skills and innovative ideas that can help generate new jobs or other generating activities.

EXPECTED RESULTS

- An online platform to facilitate volunteer exchanges and posts volunteer opportunities with public and private sector created;
- A database/online platform that includes volunteer profiles indicating their capacities and skills developed;
- Report on volunteers in Cambodia and skills development (report developed based on data collected from project monitored results;

6 Advocacy events under a communications plan to promote use and understanding of accreditation frameworks and of the provisions for the National Youth Service carried out;

1 National-level advocacy and capacity-development activity per year for stakeholders on the benefits of volunteering organized;

2 CBRCs supported and their staff trained to include volunteering information in their services;

100,000 Young people reached through the online platform and other online services (incl. social media), providing information about volunteering opportunities and the benefits of volunteering to employability.



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VOLUNTEERISM AND ITS
RECOGNITION



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