# សន្និសីទថ្នាក់ជាតិស្តីពី សេដ្ឋកិច្ចការងារ ឆ្នាំ២០២៦

## National Labour Economic Conference 2026

H.E. Dr. Oum Somara is a research professional specializing in labor market dynamics and evidence-based policy formulation. As an advisor to the Ministry of Labour and Vocational Training, she leads research initiatives on skills policy, skills mismatches, and macroeconomic developments to inform Cambodia's strategic policy decisions. She earned her Ph.D. in 2024 from the Tokyo University of Agriculture. With extensive expertise in research design, machine learning, and economic analysis, she brings rigorous analytical capacity to advancing labor and skills development policies.



**H.E. Dr. Oum Somara**

Advisor to the Ministry of Labour and Vocational Training

MINISTRY OF LABOUR AND VOCATIONAL TRAINING

A TRACER STUDY

# Assessing School-to-Work Transitions among TVET Graduates: Employability, Job Matching, and Employment Outcomes



Preliminary findings

Dr. OUM Somara, Advisor to Ministry of Labour and Vocational Training

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## Rationale

Why this study matter

02

## Survey Demographics

Who was included and how the evidence was assembled

03

## Research findings

Transition patterns, job quality outcomes, mismatch and barriers

04

## Strategic recommendations

Practical pathways for improvement

SECTION 01

# Rational

## Expanding Access, Missing Evidence

**Massive Investment:** TVET equip youth with at least one specific skills in life, while the 1.5 m program expand access to poor and vulnerable households

**The Blind Spot:** Limited data on labour market outcome of the graduates.

**The Need:** Real-world evidence on graduate labour market integration.

### Purpose of the study

- **Assess Labour Market Outcomes**
- **Skills and Job Matching**
- **Examine School-to-Work Transitions**
- **Employment Quality**

SECTION 02

# Survey Demographics

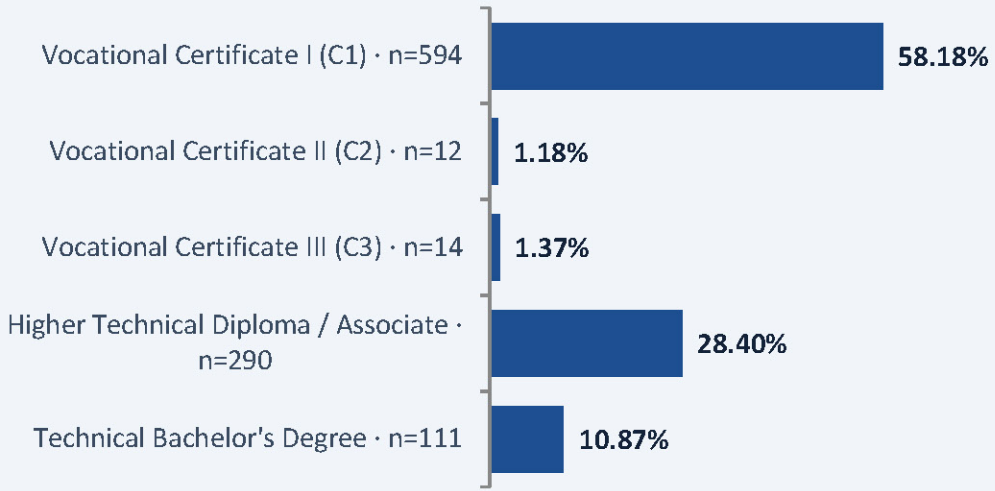
**1,021** Total Respondents

**50%** Response Rate

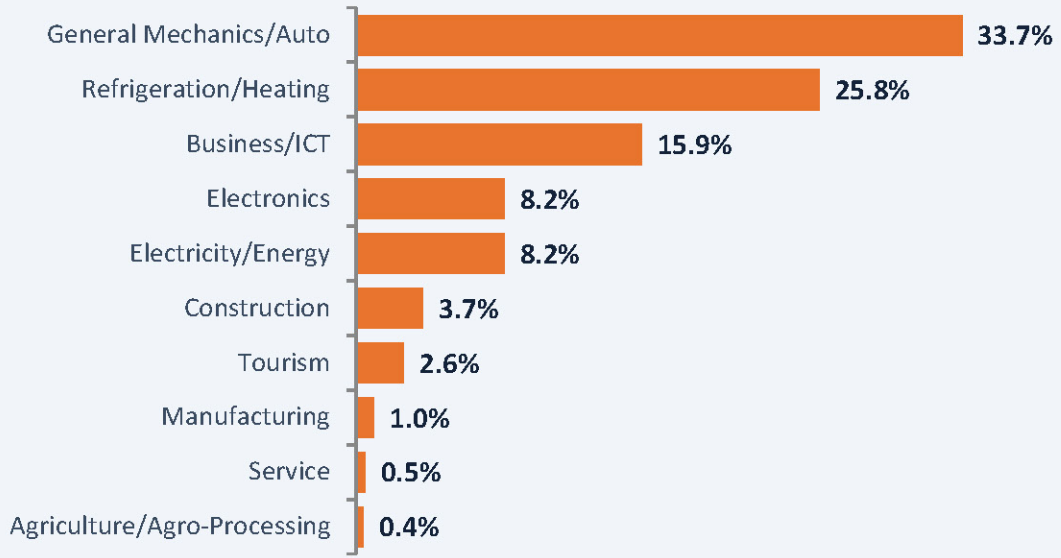
**10** Sectors

## Completed Qualification Level

TVET Graduate Cohort (Total Respondents: N = 1,021)




## Industry/Sector




N = 1,021

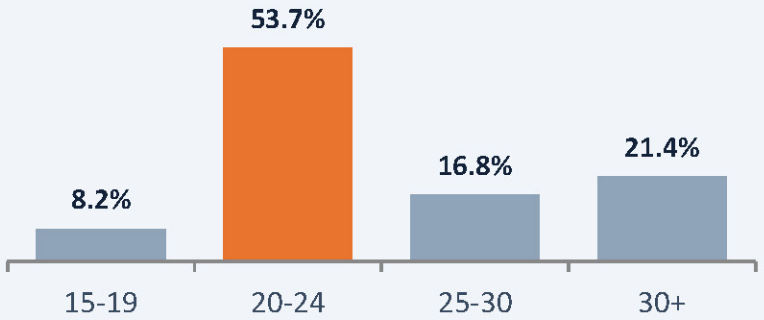
SECTION 02

# Survey Demographics

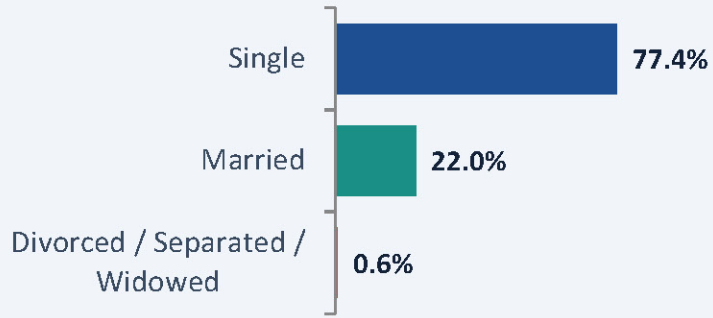
## Gender

11.9% 81.1%

## Age Groups




## Marital Status



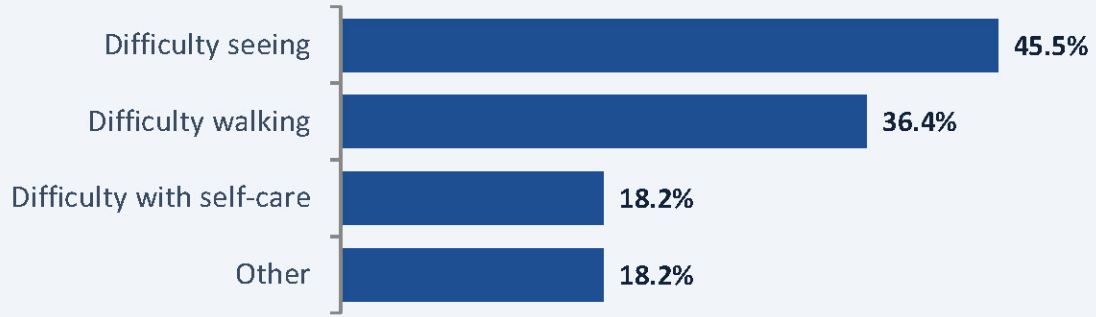

## Long-term Difficulty / Disability

98.9% No

1.1% Yes



## Type of Disability (If Yes)



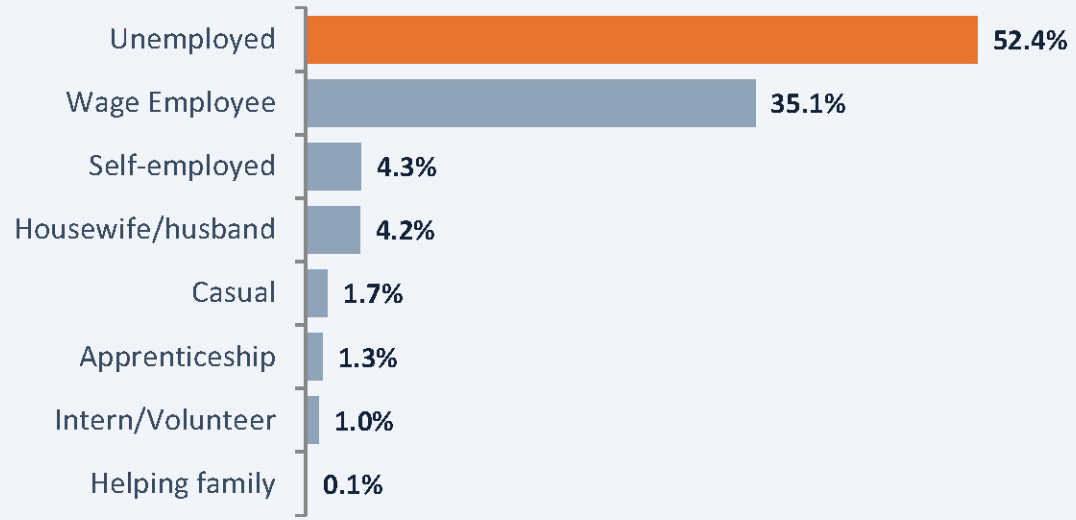

N = 11

Note: N = 1,021

# Assess to Labour Market

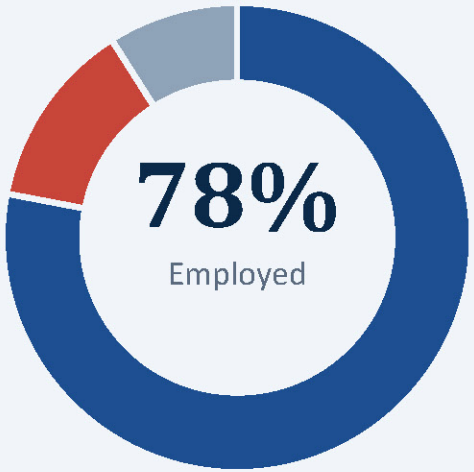
Prio Vs Current Labor Market Status

## Employment Status Before TVET




N = 1,021

## Current Labor Market Status




**78% Employed**
Wage/Self

**13% Unemployed**
Not searching/Inactive

**9% Unemployed**
Searching for the job

N = 1,021

**64.5%** among this Unemployed (not searching/inactive) is **pursue further education**

# Current Labor Market Status




## S1 40.06%

Freq. 409

**Job -> Job (Upskilled / Retained)**

- 68% Continue same job
- 67% Taken on new responsibility
- 45% received promotion
- Wage gain 47$ - 85$

## S2 38.10%

Freq. 389

**No job -> Job (New Entrant / Absorbed)**

- 73% match field of study
- Most useful job search chanel: 44% social media, 28% personal connection, 16% job portal
- 42% has written employment contract

## S3 3.33%

Freq. 34

**Job -> No job (Exited / Queuing)**

Reason for not seeking job:

- 33% pursuing further education
- 33% Waiting to join family business
- 33% family responsibility

## S4 18.51%

Freq. 189

**No job -> No job (Non-employed / NEETs)**

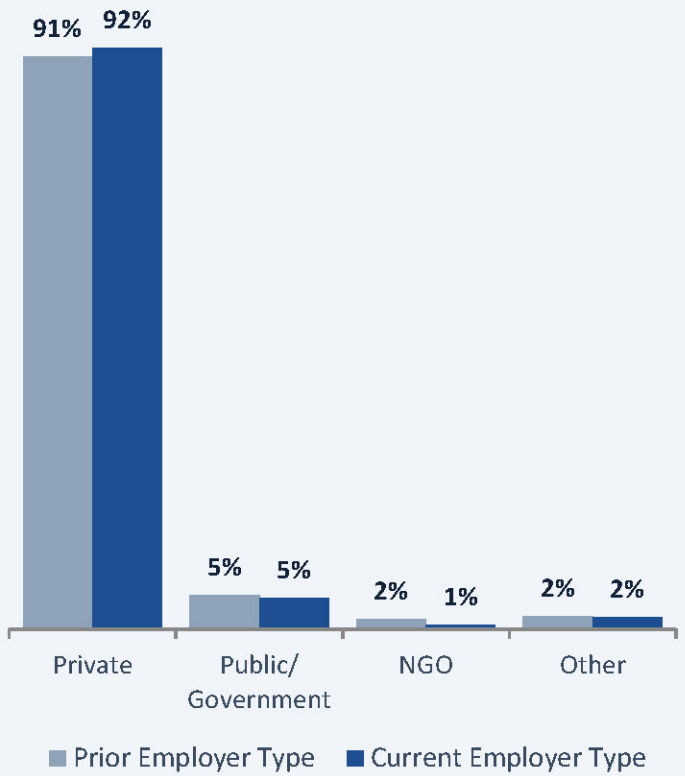
Reason for not seeking job:

- 91% pursuing further education
- 16% Waiting to join family business
- 12% family responsibility

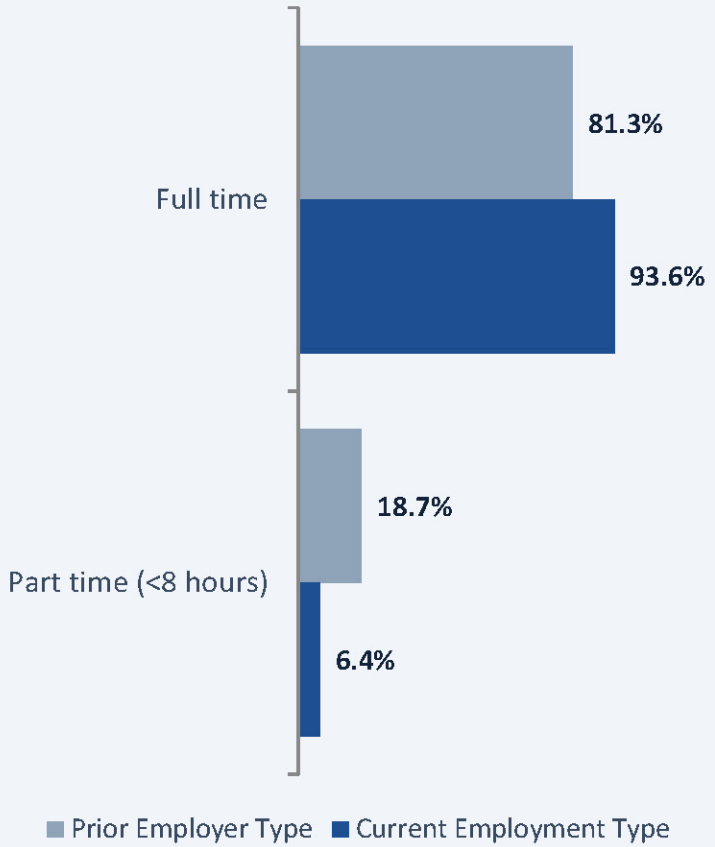
Note: N = 1,021

# Job Quality

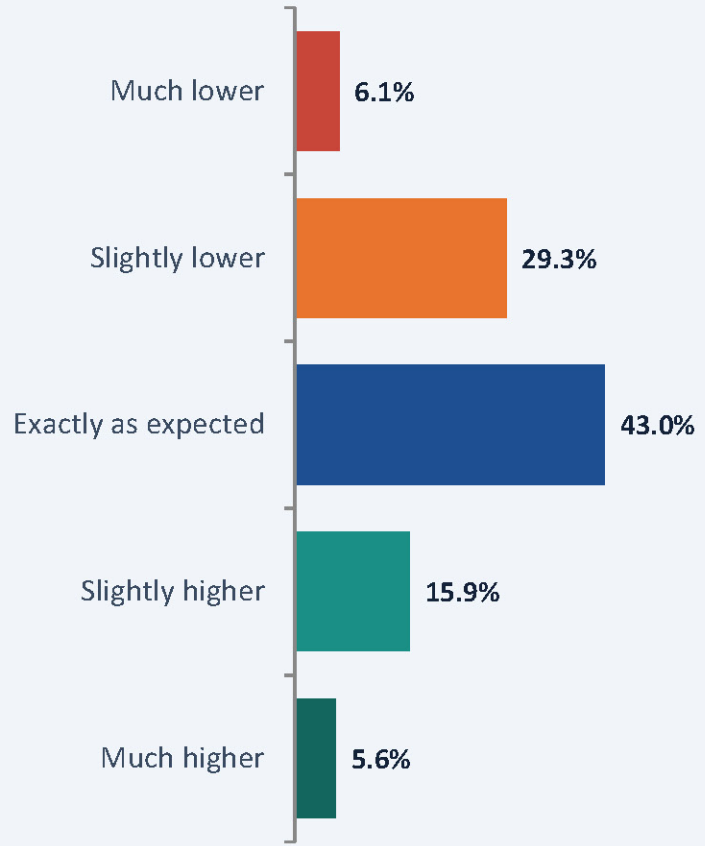
## Employer Type




## Employment Type




## Salary vs Expectations




Note: N = 798

# Skill and Job Match

## Field of Study Alignment

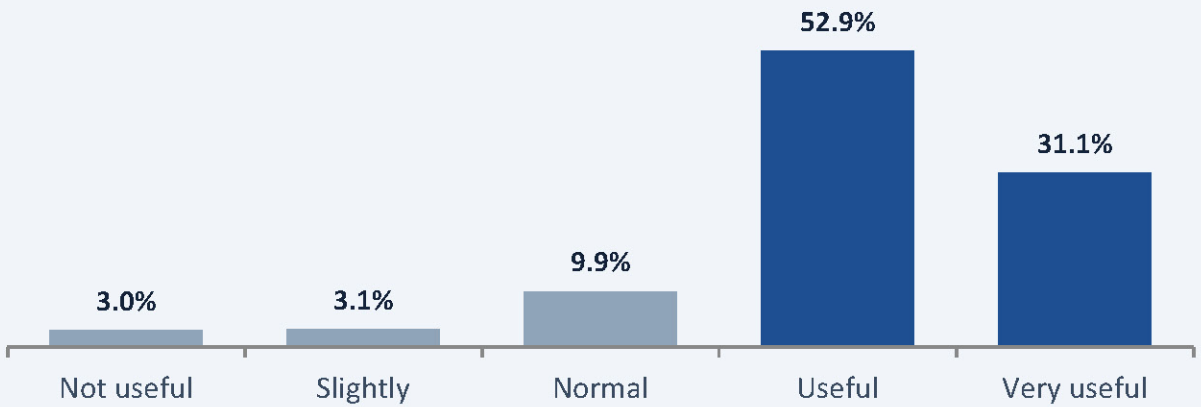
**68.5% Direct Match**

Employed in trained sector.

**31.5% Horizontal Mismatch**

Employed in adjacent sector.

### Usefulness of TVET Skills in Job




## Primary Drivers of Job Mismatch

### Higher Compensation

Better salary offers outside technical specialization.

### Market Demand

Lack of local vacancies in trained sector.

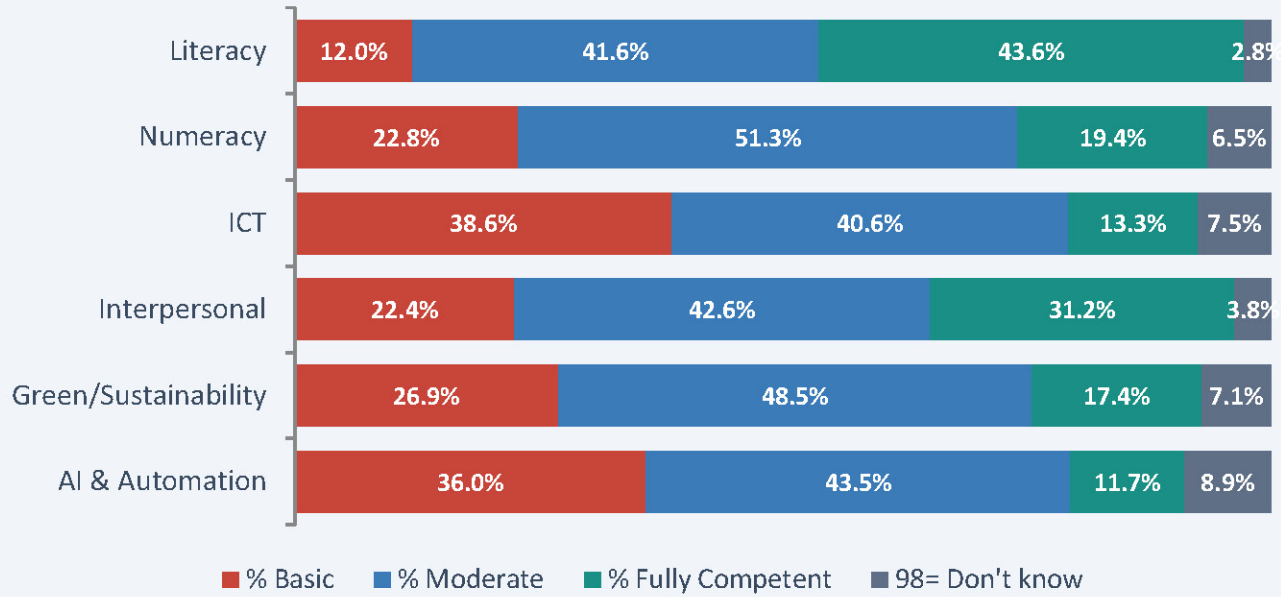
### Career Pivot

Voluntary change in career interest post-graduation.

Note: N = 798

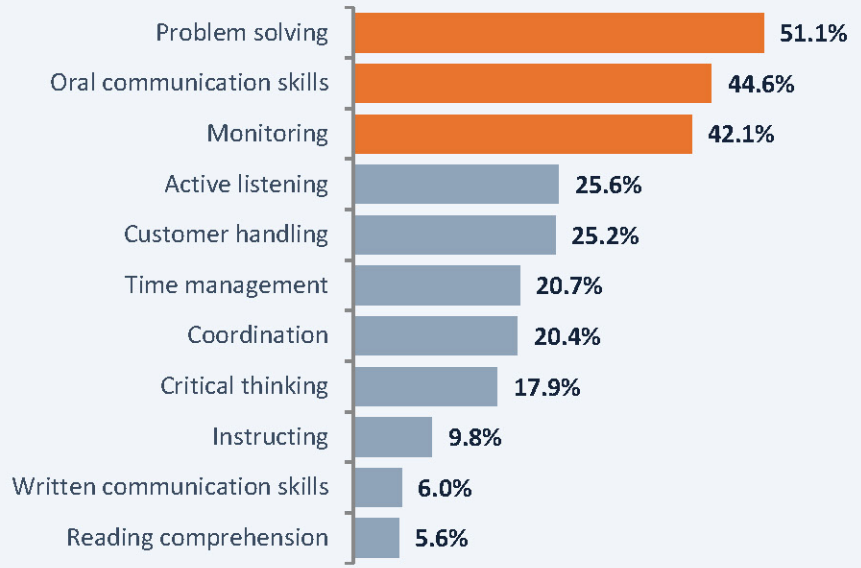
# Skill and Job Match

## Competence in Core Skills (% by Level)




N = 798

## Soft skills that you need for fulfilling their work tasks



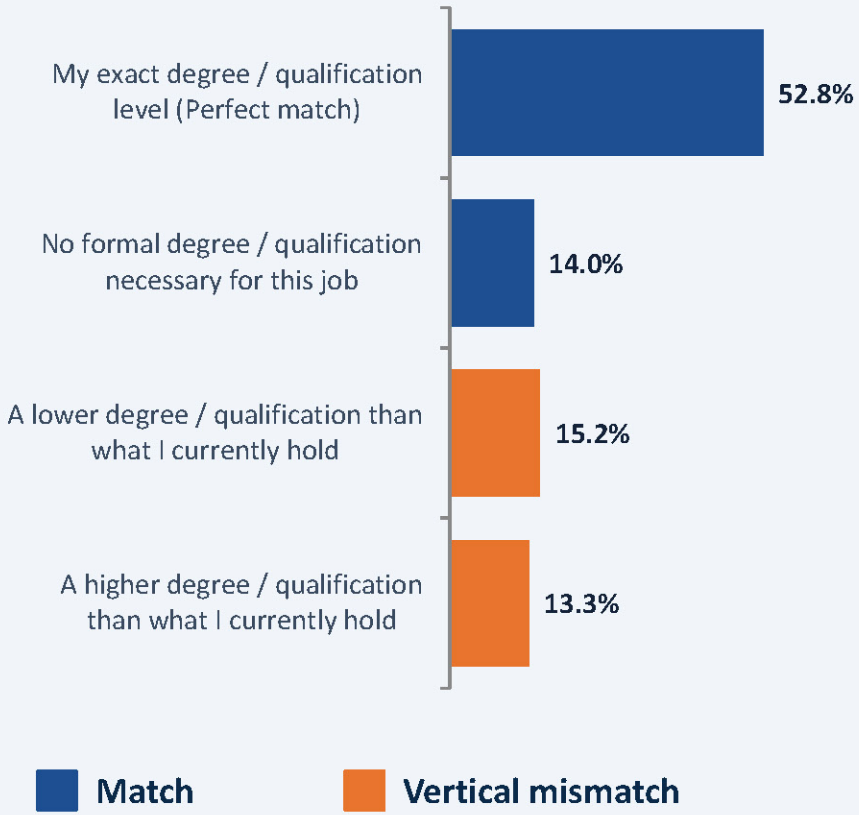

N = 798

**Core skills:** Literacy, Numeracy and Green/Sustainability

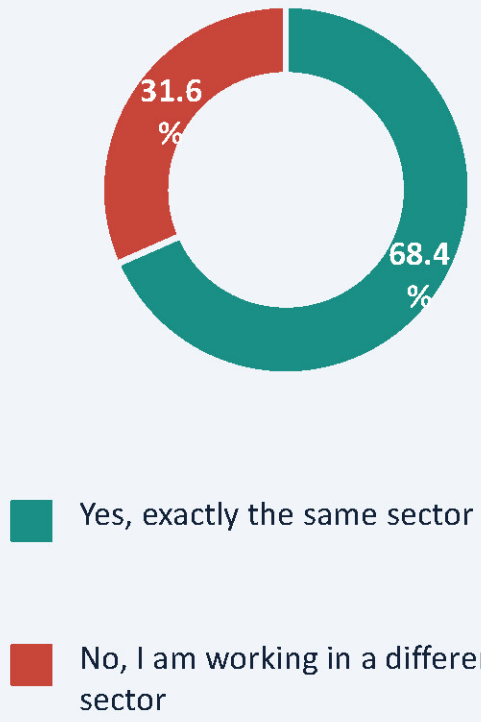
**Soft skills:** Monitoring, Oral communication skill and Problem solving

# Skill and Job Match

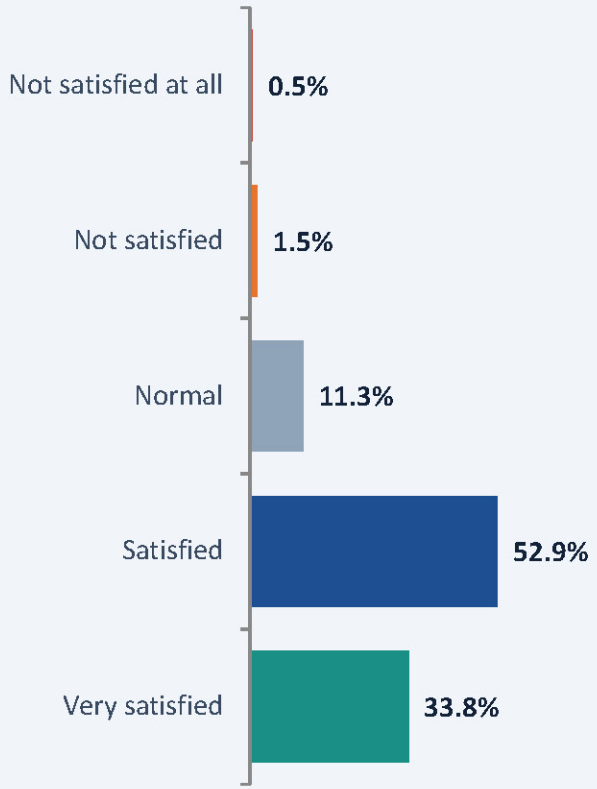
## Degree Match




## Job in Same Sector Trained For




## Overall Job Satisfaction




Note: N = 798

# School-to-Work Transitions

## Job Status Upon Graduation

N =1,021

**69.7%**
Had job / started within 1 month

**30.3%**
No job

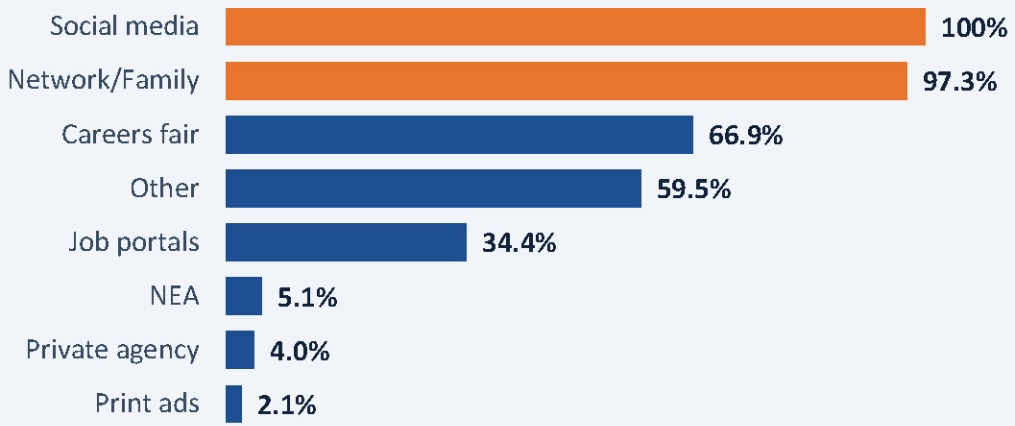


## Total Job Search Duration

N =375, 95% Confident Interval

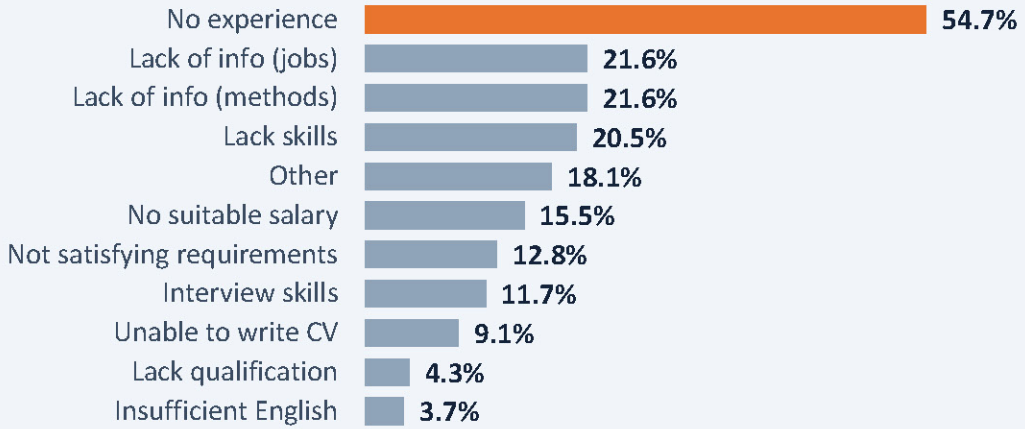
| 5% | 10% | 50% | 90% | 95% |
|---|---|---|---|---|
| 0.5 Months | 1 Months | 1 Months | 4 Months | 6 Months |

## Job Search Methods (Used vs. Most Successful)




N =375

## Main Difficulties in Job Search

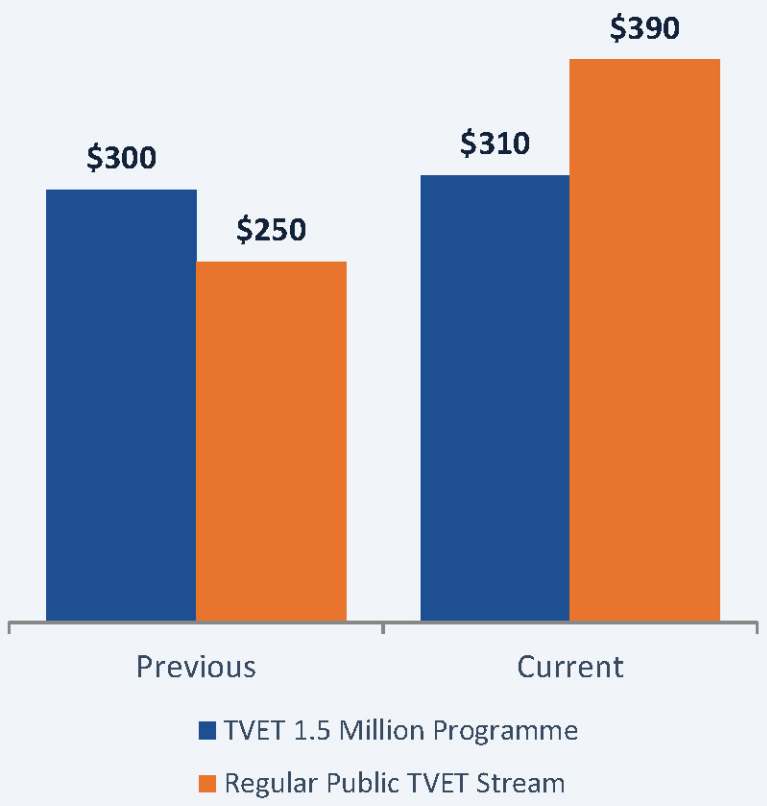



N =375

# Wage

Gross monthly earn before vs after TVET graduate

### Median wage (p50), US$



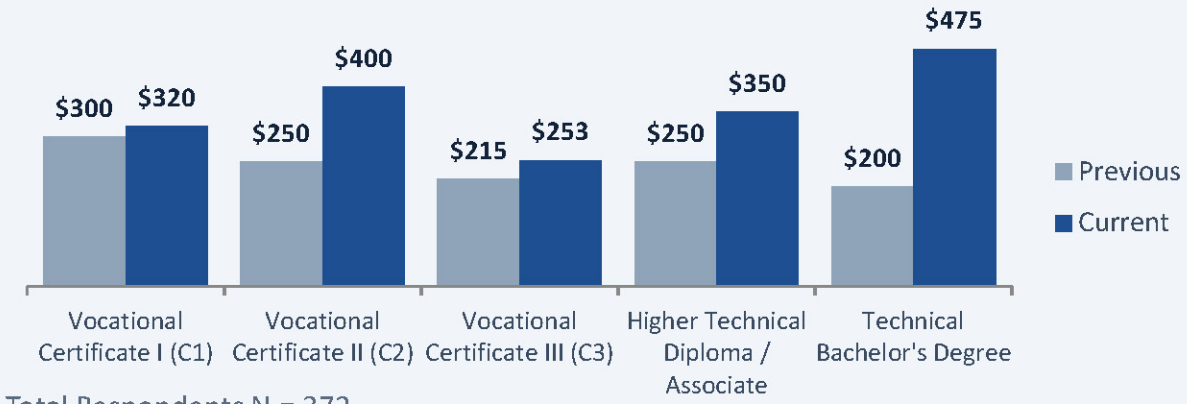

### Gross monthly wage distribution (US$)

| Type of program | Wage | Mean | p1 | p5 | p10 | p25 | p50 | p75 | p90 | p95 | p99 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| TVET 1.5 Million Programme | Previous | 355 | 100 | 150 | 150 | 210 | **300** | 350 | 500 | 800 | 2500 |
| | Current | 397 | 140 | 150 | 200 | 250 | **310** | 450 | 600 | 800 | 2270 |
| Regular Public TVET Stream | Previous | 300 | 100 | 130 | 150 | 180 | **250** | 300 | 480 | 650 | 2500 |
| | Current | 461 | 100 | 180 | 250 | 300 | **390** | 500 | 800 | 820 | 3000 |
| Total | Previous | 344 | 100 | 150 | 150 | 200 | **295** | 350 | 500 | 700 | 2500 |
| | Current | 410 | 140 | 150 | 200 | 250 | **350** | 450 | 650 | 800 | 2270 |

Total Respondents N =372

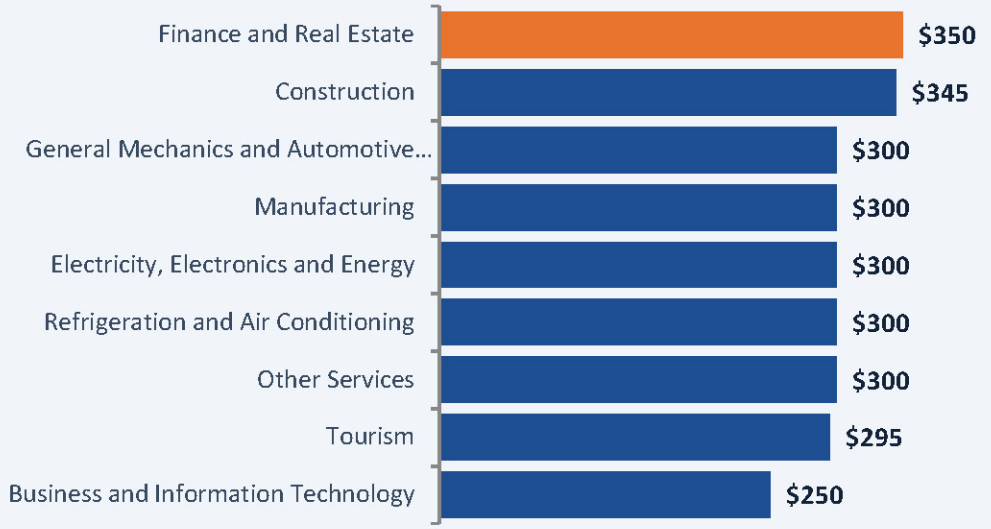
# Median Wage by Qualification, Sector, type of Occupation

## Wage distribution by Qualification Level




Total Respondents N = 372

## Wage different by sector




Total Respondents N = 763

## Wage different by type of occupation




Total Respondents N = 763

**Note: ISCO Code**

0: Armed Forces Occupations
1: Managers
2: Professionals
3: Technicians and associate professionals
4: Clerical support workers
5: Service and sales workers
7: Craft and related trades workers
8: Plant and machine operators, and assemblers
9: Elementary occupations

SECTION 03

# Research findings

## Strong foundational technical skills, but notable gaps in complex problem-solving capabilities.

**Consensus Employer Feedback**

Occupational Outlook 2026, found that **Soft skills is no longer an add-on.**
**“It’s essential for better jobs and higher wages.”**



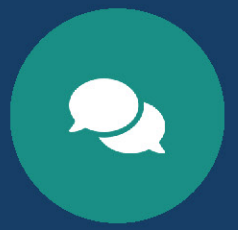
SECTION 04

# Strategic Recommendations



## Curriculum Alignment

Update technical training to match real-time regional industry needs.



## Soft Skills Integration

Embed mandatory communication and teamwork modules in all courses.



## Career Guidance

Establish pre-graduation job placement and counseling centers.

# Acknowledgment

This tracer study was conducted through the collaborative efforts of the **Ministry of Labour and Vocational Training (MLVT)** and the **International Labour Organization (ILO)**. We sincerely thank the **Directorate General of Technical and Vocational Education and Training (DGTVET)** for its support in coordination and survey implementation.

# Thank You!

## For Your Time and Attention

# សន្និសីទជាតិស្តីពី សេដ្ឋកិច្ចការងារ ឆ្នាំ២០២៦

## National Labour Economic Conference 2026

**ក្រោមប្រធានបទ**

**ការវាយតម្លៃការផ្លាស់ប្តូរពីការសិក្សានៅសាលារៀនទៅកាន់ទីផ្សារការងារក្នុងចំណោមសិស្ស-និស្សិតបញ្ចប់ការបណ្តុះបណ្តាលបច្ចេកទេស និងវិជ្ជាជីវៈ ភាពមានការងារធ្វើ ការផ្គូផ្គងការងារ និងលទ្ធផលការងារ**

**Assessing School-to-Work Transitions among TVET Graduates:Employability, Job Matching, and Employment Outcomes**



**Presenter**

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**Discussant**