



CamTech

— KNOWLEDGE, REASON, CHARACTER —

CamTech-Industry Forum

On

Talent, Entrepreneurship, and Innovation

CONCEPT NOTE

1. Introduction

In recent years, a concern regarding of talents shortages in Cambodia has been constantly raised in the development agenda by both academia, industries, and government alike. The lack of skilled worker can be due to two reasons: insufficient genuine talent in light of low-quality education or mismatch between talent that firms require and those supplied by individual. Talent mismatch is considered as a form of market failure, and the cost to be paid by both employers and employees is substantially high, for it impacts firm's productivity and personal employment security and income. Firm expansion will also be hindered by skills shortages even though they may choose to hire low-competent workers with the expectation that they can be developed through on-the-job training. However, some employees in the firms then find themselves with the wrong talent and might only accept the job before a better position is available. Given the mismatch and job dissatisfaction which generally follows, these workers are likely to move across industries seeking employment in other occupations provided that the incentive is right. This pattern contributes to high turnover rate which characterizes the Cambodian labor market.

For a heated debate as it currently is, this issue also holds some important policy implications since apparently talent mismatch results in lower productivity which in turn slows down economic growth and decreasing return to education. Not to mention that there are still many vacant positions remain unfilled. And the HR talent crisis is likely to create intense competition for individuals with skills in science, technology, engineering and math and for other educated professionals in most industries in the country unless the educational system is overhauled, and the current education-to-employment pipeline undergo significant changes. In addition, educators need a new way of thinking about the skills that students need to be successful not only in labor market but in life. In particular, non-cognitive skills such as grit, conscientiousness, and goal orientation. But perhaps the most crucial constellation of non-cognitive skills that would help individuals overcome challenges and succeed in a variety of settings is entrepreneurial mindset. Basically, entrepreneurship skills are a set of skills that drive action, and a person with such skills would think and act like an entrepreneur who recognizes opportunities, learns from failure, and is innovative, flexible, decisive, solution-oriented, and willing to take risk.



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In order to contribute to the Royal Government of Cambodia's national policy agenda, industrial development, and socio-economic growth of the country, the Cambodia University of Technology and Science (CamTech) has inaugurated the first-of-its-kind CamTech-Industry Forum on **Friday, April 8 2022 at 1:30pm** to provide a platform for the representatives from the government, industries, and civil societies along with academia to discuss the issue of talent demand and supply the industries are facing, and that is the government's top priority as indicated in the National Strategic Development Plan 2019 – 2023, key policy priority 3.1 on strengthening of the quality of education, science, and technology.

In addition, the forum will also enter into a technical consultation to gather input and suggestions for the co-creation of the university's curriculum to bridge the talent gap and ensure quality of education so that the university would help generate adept and job-ready labors to meet the needs of both public and private sectors. It should be highlighted that the forum will also demonstrate the strong intention of academics and industries to establish and promote collaboration through signing of the Memorandum of Understanding (MOU) between CamTech and its major industrial partners namely Canadia Bank, Mega Asset Management, ISI Group, Chip Mong Industry, Khmum Technology, and Demine Robotics. Such collaboration aims to push for talent development, innovation, and knowledge mobilization including knowledge production, dissemination, exchange, transfers, and co-creation between CamTech and industries.

2. Objectives

This forum is organised to develop a collaborative framework for academia, industry, government, and civil society stakeholders to address the problems of talents, innovation, and entrepreneurship. It has two main objectives:

- Provide a platform for the representatives from the civil societies, government, and industries along with academia to establish a collaborative framework for knowledge mobilization and for the development of talents, innovation, and entrepreneurship particularly in STEM domain.
- Gather input and suggestions on CamTech's curriculum to ensure that the university is generating relevant talents to meet industrial demand.

3. Expected Output

At the end of the forum, the following deliverables are expected:

- Gain an update understanding on CamTech's curriculum co-development and its Quadruple Helix engagement approach.



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- A collaborative framework for academia, industries, government, and civil societies to work together to address the problems of talents, innovation, entrepreneurship, and knowledge mobilization.
- Memorandum of Understanding between CamTech and its major industrial partners including Canadia Bank, Mega Asset Management, ISI Group, Demine Robotics, and Khmum Technology.
- Holistic and comprehensive input and suggestions for the revision of university curriculum to bridge the skills gap and ensure the quality of education that will meet government and industrial demands.
- Strengthen and build solidarity and network among Cambodia academics, government and industries.

4. Proposed Agenda

Time	Activities
Friday, 8 April 2022	
1:00pm – 1:30pm	Arrival of participants
1:30pm – 1:40pm	Welcoming remarks by Dr. Khieng Sothy, CamTech's President.
1:40pm – 3:10pm	Close-Door Discussion on Talents Development, Innovation, and Entrepreneurship (Moderator: Dr. Chea Vatana)
1:40-1:50pm	Presentation on CamTech's curriculum framework and philosophy by Prof. Dr. Alamgir Hossain
1:50-2:50pm	Discussants: <ul style="list-style-type: none">• Dr. Seng Molika, Ministry of Industry, Science, Technology, and Innovation;• Dr. Chhieng Van Munin, Khmer Enterprise;• Dr. Leng Phirom, Kang Meng Huy Foundation;• Dr. Im Sothearith, Chip Mong Group;• Mr. Veasna Narath, ISI Group;• Ms. Heang Omuoy, TUX Global Institute and CamSolution;• Ms. Song Khenglay, Canadia Bank;
2:50-3:05pm	Open Q & A Session
3:05-3:10pm	Wrap up by Prof. Dr. Alamgir Hossain
3:10pm – 3:30pm	Breaks and arrival distinguished guests



3:30pm – 3:45pm	Keynote Address by Neak Oknha Dr. Pung Kheav Se on Importance of University-Industry Linkage
3:45pm – 4:15pm	MOU signing ceremony between CamTech and strategic industrial partners
4:15pm – 4:30pm	mock-up cheque handover <ul style="list-style-type: none">• CamTech and KMH Foundation• CamTech and Chip Mong Group• CamTech and Teng Lay Group (TBC)
4:30pm – 4:40pm	Scholarship certificate distribution to students by Neak Oknha Dr. Pung Kheav Se
4:40pm – 4:50pm	Closing speech by Neak Oknha Leang Khun , Chairman of Chip Mong Group

5. Participants

Targeted participants for the forum include policymakers, high-ranking government officials from the Ministry of Education, Youth and Sport (MoEYS), Ministry of Industry, Science, Technology, and Innovation (MISTI), and Ministry of Economy and Finance (MEF), academics, and private sectors.

