



SEEKING COMPANIES WHO PROVIDE ON-THE-JOB TRAINING!



Cambodian Federation of Employers and Business Associations (CAMFEBA) invites companies, particularly in the growing light manufacturing and food processing sectors, to participate in our research study to document best practices and different models of workplace-learning.

Many leading companies in Cambodia are now providing work-based training to their employees. Why? On-the-job training has many benefits to forward thinking companies, such as: increased productivity, lower accident rates, reduced costs of recruitment and fostering a culture of innovation. For employees the benefits include multi-skilling, job satisfaction, confidence and career progression. Employees learn practical skills in a real workplace environment. External training institutions are just not keeping up with the demand for skilled workers.

On-the-job training is teaching the skills, knowledge, and competencies that are needed for employees to perform a specific job within the workplace. It uses the regular or existing workplace tools, machines, documents, equipment, knowledge, and skills necessary for an employee to learn to effectively perform his or her job. On-the-job training can be provided by co-workers, supervisors, or contracted trainers.

Having a consistently high level of skilled staff results in a strong workforce which, in turn, contributes to steady and prolonged company growth.

If your company currently provides work-based training, CAMFEBA wants to hear from you.

We will select a range of different enterprises, meet with your senior management, send our research staff to interview your trainers and trainees. The process will demand minimal time of your staff. From this research data, CAMFEBA will compile a best practice guide of case studies to promote work-based training and help Cambodian enterprises to become more productive and competitive.

To find out more or participate, please email to policy_analyst@camfeba.com.

This study is supported by the International Labour Organization.



INFORMATION SHEET

WORK-BASED TRAINING RESEARCH PROJECT

The Cambodian Federation of Employers and Business Associations (CAMFEBA) will conduct research within selected companies, particularly in the growing light manufacturing and food processing sectors, to document best practices and different models of workplace-learning.

■ WHAT IS WORK-BASED TRAINING?

On-the-job training is teaching the skills, knowledge, and competencies that are needed for employees to perform a specific job within the workplace. It uses the regular or existing workplace tools, machines, documents, equipment, knowledge, and skills necessary for an employee to learn to effectively perform his or her job. On-the-job training can be provided by co-workers, supervisors, or contracted trainers.

■ WHAT ARE THE BENEFITS?

Many leading companies in Cambodia are now providing work-based training to their employees. On-the-job training has many benefits to innovative companies, such as: increased productivity, lower accident rates and fostering a culture of team cooperation and innovation. For employees the benefits include multi-skilling, job satisfaction, confidence and career progression. Employees learn practical skills in a real workplace environment. External training institutions are just not keeping up with the demand for workers with the right skills.

■ WHAT ARE THE OBJECTIVES OF THE RESEARCH?

The research will provide CAMFEBA with up-to-date information on diverse methods of work-based learning. We will use this evidence to produce a guide with case studies, best practices and lessons learned. The guide will be of value to forward looking companies throughout Cambodia who wish to introduce work-based training to up-skill their own employees.

■ HOW WILL THE RESEARCH BE DONE?

CAMFEBA will select a range of different enterprises in Phnom Penh. After consultation with the senior managers, our research staff will interview both the trainers and trainees and collect samples of training materials and methods. We will identify successful models and produce a best practice guide available to all Cambodian companies.

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