



Higher Education and Choosing Vocational Skills  
Youth Resource development Programme

## **Getting Ready for Future Employment**

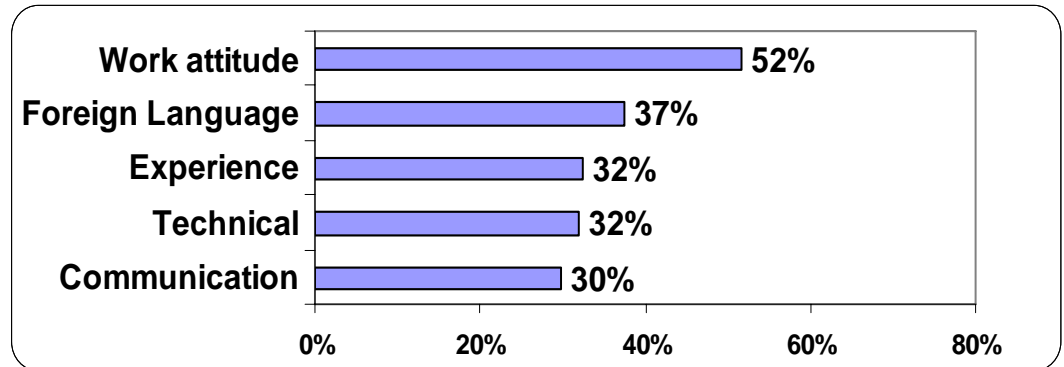
**National Institute of Education  
September 4, 2009**



# What employers want

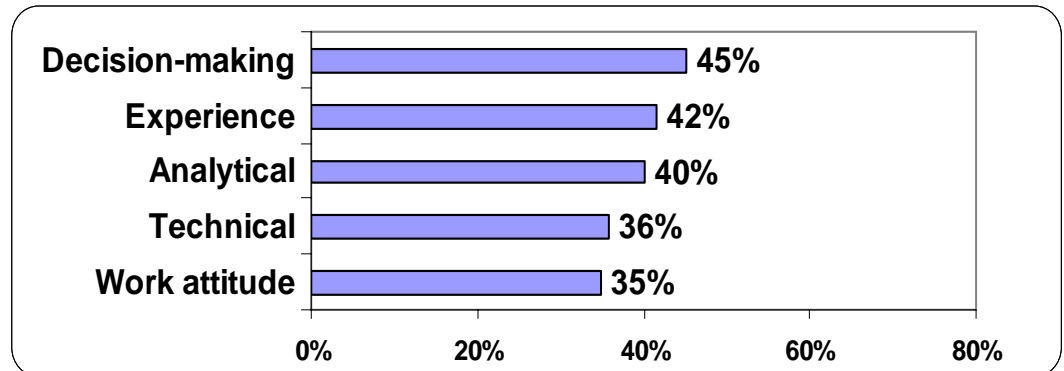
## Worker:

*Workers with good work attitude difficult to find*



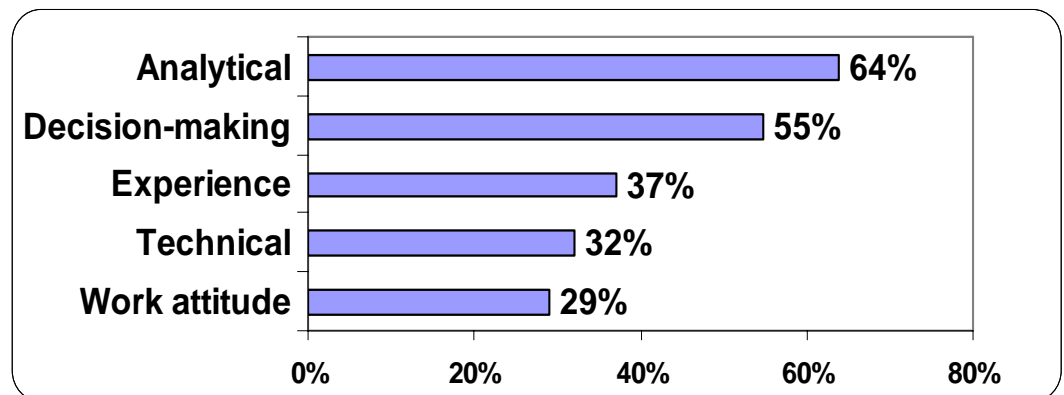
## Specialised Worker:

*A broad mix of skills are difficult to find, especially decision-making*



## Professional Staff:

*Analytical and decision-making skills are most difficult to find*



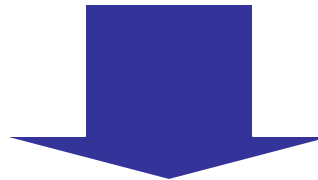


# What does this mean for youth?

*It doesn't matter WHAT you study, what is more important is HOW you apply your skills and knowledge to a job*

## ○ Important skills to learn and develop

- Foreign languages
  - English, Chinese, French, Japanese, Korean
- Computer literacy
- Communication skill
  - Listen, express your ideas clearly
- Leadership skill
- Teamwork



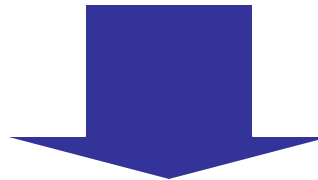
*Remember, what you study, is not what you have to become*



# What does this mean for youth?

*It doesn't matter WHAT you study, what is more important is HOW you apply your skills and knowledge to a job*

- Important skills to learn and develop
  - Interpersonal skill
  - Be able to work independently
  - Be able to learn new thing quickly
  - Be able to deal with different people



*Remember, what you study, is not what you have to become*



## Student perspectives vs. employer's

*Most of students think that they can get a good job unless they have a university degree. However, it is not absolutely right for the employer perspectives*

- Whatever you study, short course or vocational training, you have to:
  - Build confidence
  - Learn how to apply your skill!
  - Ask questions to understand what you are learning and why! Be curious!
  - Don't just go to school, you **MUST** learn and experience your study

*He who asks a question will be fool for a 5 minute, but he who dare not to ask questions will be fool forever.*



## Student perspectives vs. employer's

*Most of students think that they can get a good job unless they have a university degree. However, it is not absolutely right for the employer perspectives.*

- Whatever you study, short course or vocational training, you have to:
  - Build your network of people that you know
  - Learn how to deal with people
  - Learn how to communicate affectively



## I have a dream....

*Whatever your dream, you must have a clear plan to achieve it and be flexible to learn along the way!*

- Set yourself goals to achieve your dreams
- Be flexible and learn to change and adapt
- Be ready to take a different path if your ideas or the environment changes



# How to choose a study course

*Understanding different type of professions will help you to better understand what you want to do and which study course you should take. When you choose a study course do something that you enjoy.*

Profession	What is your personality and what do you do in this job?
Accounting Finance Auditing	<ul style="list-style-type: none"><li>○ Enjoy working with numbers</li><li>○ Be honest, accurate, well-organized, results - oriented</li><li>○ Most of the time you will <u>work at your desk</u>, but you also need to communicate with other people such as tax officer, and other authorities</li><li>○ Your work will start from recording transaction such as income and expense properly, issuing invoices, paying bill, keeping documents, controlling petty cash, to managing the cash flow, preparing financial statements, budgeting, planning and forecasting etc....</li></ul>



# How to choose a study course

Profession	What is your personality and what do you do in this job?
Sales Marketing	<ul style="list-style-type: none"><li>○ Have good communication, negotiation, planning and strategic thinking skills</li><li>○ You will work both inside and outside the office and meet with different levels of people</li><li>○ Your work will start from going out to give the sample of new product to the market, store, and shop, contacting customer to introduce the product and persuade them to buy, conducting market survey, researching about competitor, to planning to expand the market, managing team, doing presentation etc...</li></ul>



# How to choose a study course

Profession	What is your personality and what do you do in this job?
Administration	<ul style="list-style-type: none"><li>○ Good organization skill, good communication, inter-personal, and coordination skills</li><li>○ Your work will start from receptionist, customer service, handling phone call, typing, translation of document, making appointment, minute taking, providing information, to be administration officer then admin manager working more on management of people and make sure all admin work are under control etc...</li></ul>
Legal	<ul style="list-style-type: none"><li>○ Good attention to detail, communication, problem solving,</li><li>○ Have good knowledge of Cambodian labour law, business and criminal law...</li><li>○ Your work will start from researching of legal related, documenting, to providing legal advises to the company on contract reviewing, drafting agreement, and other legal related issue for the business etc...</li></ul>



# How to choose a study course

Profession	What is your personality and what do you do in this job?
IT	<ul style="list-style-type: none"><li data-bbox="751 516 1705 672">○ Enjoy working in front of computer, good attention to detail, good analytical, problem solving, and explaining skills.</li><li data-bbox="751 766 1806 977">○ Your work will start from maintaining computer, setting up and updating anti-virus, coding, graphic designing, to networking and controlling mail server across countries...</li></ul>



# What industry should I work in?

## A few industries to think about....

Industry	What the industry has to offer!
Agriculture	<ul style="list-style-type: none"><li>○ Most important sector in Cambodia.</li><li>○ Very dynamic sector with many different opportunities. It is not only rice and growing things but it's also about quality, packaging, and it's also about food processing.</li><li>○ The sector requires many different people from Technology, Engineers, managements to lawyers</li></ul>
Telecom	<ul style="list-style-type: none"><li>○ An advanced technology industry in terms of mobile operating, network service, and internet service provider etc.</li><li>○ Opportunities from general office work all the way up to engineering and project management work...</li></ul>
Tourism	<ul style="list-style-type: none"><li>○ Is an exciting industry because there are a lot of international standard and domestic company.</li><li>○ Many positions and opportunities such as tour guy, human resource, ticking, customer service, chef, cook, driver, management, sales, IT...etc.</li></ul>
Garment	<ul style="list-style-type: none"><li>○ The garment sector is more than just sewing! It has a lot of challenging opportunities including technical and engineering people; lawyers, accounting, production, engineering, HR, etc...</li></ul>



Thank you

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**[www.hrinc.com.kh](http://www.hrinc.com.kh)**

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We wish you good luck, health and success in building  
your career and finding opportunities!