



**Ministry of Labour and Vocational Training**

# **Occupational Outlook**

**Skills Demand and Jobs for Youth**



**Volume 5 - 1<sup>st</sup> Semester, 2026**

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## PREFACE

The Ministry of Labour and Vocational Training, as a key national institution of the Royal Government of Cambodia, has consistently demonstrated a strong sense of responsibility in advancing the national strategic agenda, contributing to national economic development through human capital development, labour market modernization, productivity improvement, and climate resilience. In the context of rapid technological advancement and structural transformation, the introduction of labour market policies represents a significant pathway toward modernizing Cambodia's labour market system, while enhancing social protection and strengthening competitiveness at both the national and international levels. Updating labour market information in a timely and comprehensive manner is an indispensable pillar in preparing strategic plans to generate, retain, and improve quality job opportunities, especially for youth and workers both in formal and informal sector, aimed at achieving the Cambodia Vision 2050."

Since 2024, the Ministry of Labour and Vocational Training has prepared and published four volumes of the Occupational Outlook. In the first semester of 2026, the Ministry has continued this important effort through the preparation and publication of Volume No. 5, with careful and comprehensive attention, so that it may serve as a clear and practical guide for students, job seekers, and employers. This volume provides in-depth analysis of emerging occupational trends and priority skill requirements across key sectors of the economy. At its core, this publication seeks to identify qualification levels and career pathways that can better guide youth in choosing appropriate fields of study or technical and vocational education and training that are well aligned with the actual needs of the Cambodian labour market. In addition, the inclusion of information on digital skills and soft skills makes this publication an important instrument for workers and employees to further develop their capacities, enhance career resilience, and maintain competitiveness in a period of rapid technological advancement and structural change.

The Ministry of Labour and Vocational Training strongly hopes that this collection of documents will serve as a valuable contribution to all stakeholders in supporting Cambodia's socio-economic development in a more dynamic and inclusive manner. The Ministry will continue its efforts to modernize the labour market information system in order to ensure greater opportunities for acquiring decent jobs, enhancing productivity, and achieving sustainable career development.

**Phnom Penh, January 30, 2026**

*(Signed and Stamped)*

Minister for Labour and Vocational Training

**Heng Sour**



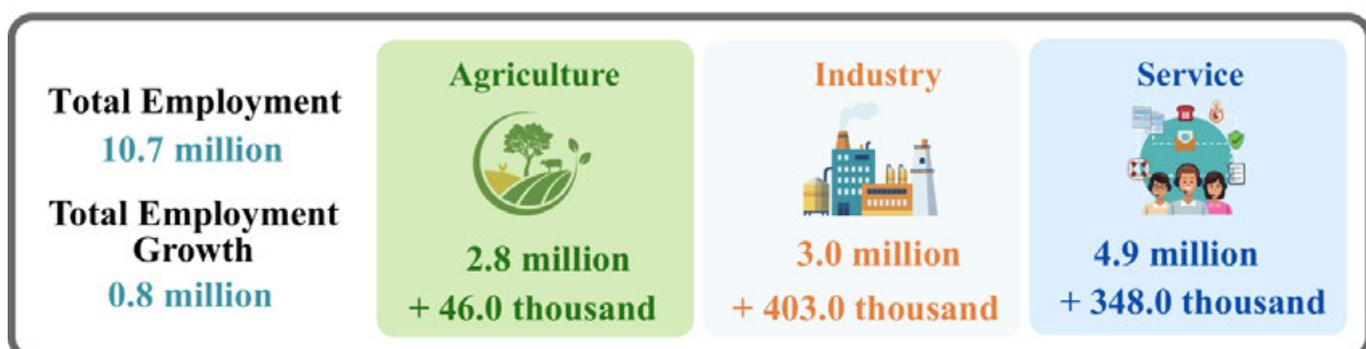
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### Section 1. Economic and Labour Market for 2025 and 2026

Cambodia's economy in 2025 is projected to grow by approximately 5.2% despite geopolitical uncertainty, sluggish trade expansion, U.S. tariff measures, tight financial conditions, and the sudden influx of returning migrants. However, the labour market remains positive, with approximately 0.8 million new jobs created, bringing total employment to 10.7 million, including 4.9 million in the service sector, 3.0 million in the industry sector, and 2.8 million in the agriculture sector.

**Figure 1: Employment Growth by Sector (2024-2025)**



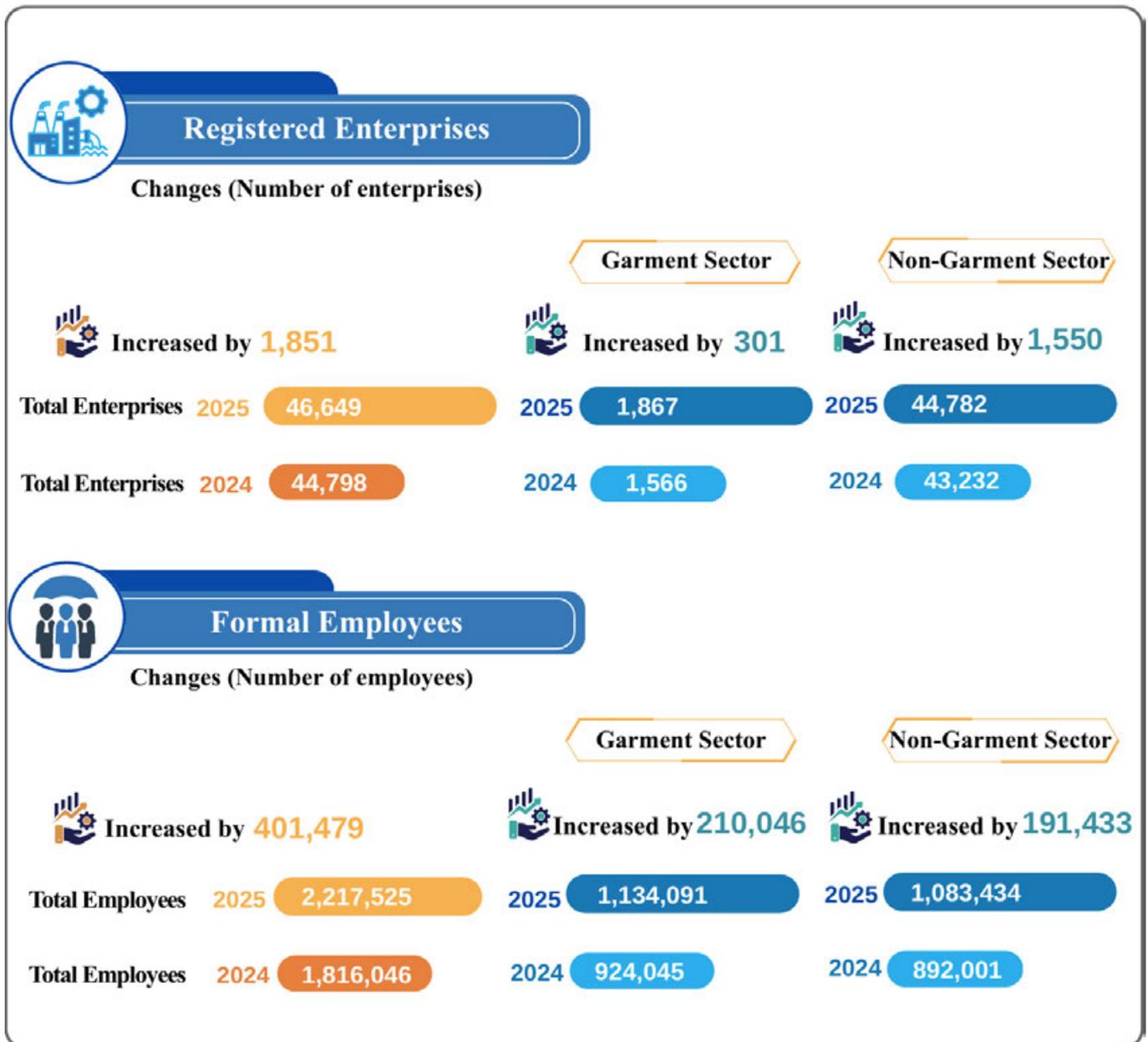
#### Technical Notes on Employment Projection

- ❖ Total employment is projected based on two key indicators: (1) sectoral growth provided by the Ministry of Economy and Finance, and (2) the calculation of sectoral employment coefficients. (Employment Coefficient = Workers/Output). This calculation utilizes the Auto-Regressive Integrated Moving Average (ARIMA)<sup>1</sup> and Compound Annual Growth Rate (CAGR)<sup>2</sup> based on Socio-Economic Survey data from 2000-2023 preliminary data from the 2025 Labour Force Survey.

1) Ky, S. (2023). Labour demand forecasting: The case of Cambodia. *Bulletin of Applied Economics*, 10(2), 89–105.

2) Vinitha, Y., Chanikya, G., Suryanshu, & Maiti, S. (2023). Does growth of gross state domestic product can manage unemployment in India? A state-level analysis. *International Journal for Multidisciplinary Research*, 5(5), 1–14.

Figure 2. Number of Enterprises and Employees (2024-2025)



Source: Ministry of Labour and Vocational Training (MLVT)

While Cambodia's economic growth in 2025 maintained positive momentum, the number of registered enterprises increased by a total of 1,851 enterprises compared with 2024. Of this total, enterprises in the garment sector increased by 301 enterprises, while non-garment sectors expanded by 1,550 enterprises. The strong growth of the non-garment sector is a positive sign, reflecting progress in economic diversification as well as growing in Cambodia's business and investment confidence.

Meanwhile, the workforce in the formal sector showed strong positive signs, with the total number of employees increasing to 2,217,525 in 2025, representing an increase of 401,479, or 22%, compared with 2024. The garment sector remained the main driver of job creation, accounting for approximately 52% of total job growth, equivalent to 210,046 additional employees, bringing the number of employees in this sector to 1,134,091. At the same time, the non-garment sector also showed strong growth and high potential, with an increase of 191,433 employees, bringing the total number of employees in this sector to 1,083,434.

The strong growth momentum both within and beyond the garment sector not only reflects an improved business environment, but also indicates increased compliance among business owners and a deeper understanding among workers of the importance of formalization. It has enabled the workforce to access social protection through a broader legal and benefits framework, which is fundamental to enhancing productivity and ensuring long-term income security.

Looking ahead to 2026, the global economy is projected to grow at a moderate rate of 3.3% amid strong global demand. This outlook is shaped by continued geopolitical uncertainty, a slowdown in international trade, and tight financial conditions. Such a slowdown could have a direct negative impact on labour demand, especially in countries whose economies are closely linked to global value chains.

In the context of globalization and changing demographic structures, analytical skills and complex problem-solving remain essential, but adaptability has become an indispensable requirement. The structural transformation of work is rapidly advancing toward a green economy, digital technology, and data-driven industries, where jobs related to renewable energy and data analytics are expected to grow significantly. This trend calls for the development of precise qualification frameworks and career pathways to guide young people in acquiring skills that meet the demands of the future labour market.

In Cambodia, although regional and global dynamics offer new opportunities, preparation must proceed with caution. Job growth is expected to concentrate in services and skilled manufacturing, rather than through broad-based expansion across all sectors. In response to the technological revolution and the changing global context, the Royal Government of Cambodia has introduced strategic policy measures to modernize the labour market system by promoting human capital development and strengthening national competitiveness and resilience to crises.

## Section 2. Future Skills Need

This section examines the skills trends and job potential for the labour market for 2026, based on the forecast and analysis of job demand in 14 sub-sectors.

**Figure 3. Skills Matrix for job in demand for 2026**



**Note:** These 60 occupations were analyzed and predicted from 80 occupations that are in demand in the labour market and were determined based on the International Standard Classification of Education (ISCED-F 2013).

**Source:** Estimates by the Ministry of Labour and Vocational Training based on Cambodian Employment Outlook Survey data, first half of 2026, and four reference documents: *The Future of Jobs Report 2025* (World Economic Forum), *Workforce 2030: Skills for thriving in the green and digital transitions* (ILO, 2025), *Employment and Social Trends* (ILO, 2026) and *Quality Jobs and the Future of Work in Asia and the Pacific* (ADB, 2024).

### Notes:

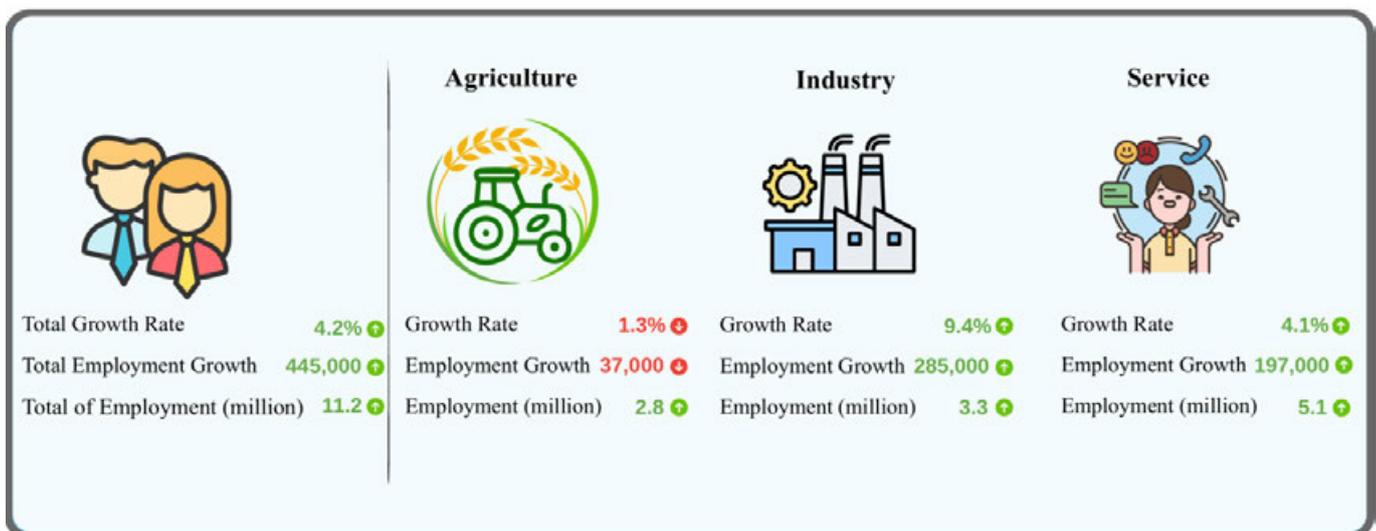
- ❖ **Quadrant 1:** A high-skill levels that is targeted at occupations that are in high demand in the current labour market.
- ❖ **Quadrant 2:** A high-skill levels that is targeted at occupations that are in low or medium demand in the current labour market.
- ❖ **Quadrant 3:** A group with low or medium technical skills, but suitable for occupations with high labour demands in the current job market.
- ❖ **Quadrant 4:** A low-skill levels that is targeted at occupations that are in low demand in the current labour market.

Figure 3 presents a matrix divided into four quadrants to provide students and job seekers with key information for guiding the development of their skills and competencies in line with future labour market needs. High-potential skills in Quadrant 1 include data science and generative AI applications, digital technology, automotive, marine and aerospace engineering, economics, and electronics and automation. In contrast, low-potential skills are located in Quadrant 4, which mainly consists of traditional technical skills or low-specialization skills that may face declining demand or be replaced by technology. Therefore, choosing to study in Quadrant 1 not only offers strong job opportunities, but also provides greater job stability in the digital economy.

### Section 3. Occupations and Employment by Major Sub-sectors

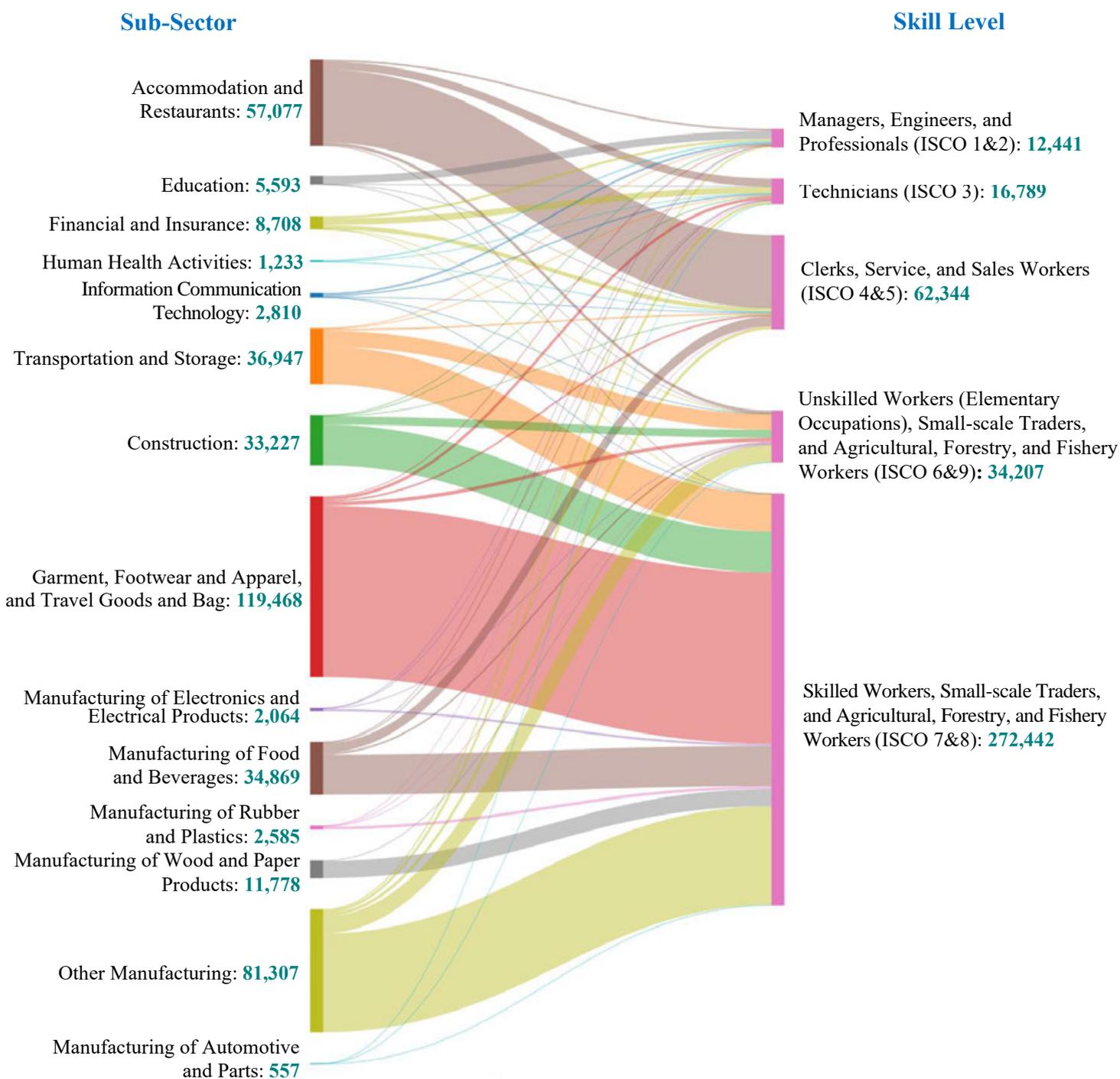
The Cambodian economy is projected to grow by approximately 5.0% in 2026, despite global geopolitical uncertainties and tightening financial conditions (Ministry of Economy and Finance, 2025). The Cambodian labour market also continues to show positive signs and resilience, with total employment projected to grow by 4.2%. This is equivalent to the creation of 445,000 new jobs, bringing the total number of employed people to 11.2 million by 2026.

**Figure 4. Employment Growth by Sector (2025-2026)**



**Source:** MLVT's projection based on Cambodia Socio-Economic Survey (2000-2023) and Macroeconomic Framework of the Ministry of Economy and Finance

In 2026, the industrial sector is expected to remain a vital engine of economic growth, with the potential to create up to 285,000 new jobs. Such growth is essentially supported by the recovery of the garment, footwear, and travel goods (GFT) sector, as well as the rapid expansion of the automotive manufacturing and assembly industry.

**Figure 5: Number of Employment by Sub-Sector and Qualification in 2026**

**Source:** MLVT's projection based on Cambodia Socio-Economic Survey (2000-2023)

**Note:** - ISCO: International Standard Classification of Occupations, CQF: Cambodia Qualifications Framework  
 - Relationship between ISCO-08 Major Groups and Skill Levels: ISCO 1 is equivalent to skill levels 3 and 4; ISCO 2 is equivalent to skill level 4; ISCO 3 is equivalent to skill level 3; ISCO 4, 5, 6, 7, and 8 are equivalent to skill level 2; and ISCO 9 is equivalent to skill level 1.

#### **Cambodia Qualifications Framework (CQF)**

- ❖ Managers, Engineers, and Professionals: *Bachelor's Degree or higher.*
- ❖ Technicians: *Higher Diploma (Technical/Specialized) or Associate Degree.*
- ❖ Clerks, Service, and Sales Workers: *Higher Diploma (Technical/Specialized) or Associate Degree.*
- ❖ High-Skilled Workers, Plant/Machine Operators, and Assemblers: *Technical and Vocational Certificate.*
- ❖ Skilled Workers, Small-scale Traders, and Agricultural, Forestry, and Fishery Workers: *Vocational Certificate.*
- ❖ Unskilled Workers (Elementary Occupations), Small-scale Traders, and Agricultural, Forestry, and Fishery Workers: *Basic Education.*

In 2026, the Cambodian labour market is expected to undergo a strong transformation toward greater use of skilled and technical labour to drive national productivity. Skilled workers and machine operators (ISCO 7 and 8) are projected to be in the highest demand, reaching up to 272,442 positions, mainly driven by the garment, footwear, and travel goods (GFT) sector. Meanwhile, in the categories of managers, engineers, and technicians (ISCO 1, 2, and 3), nearly 30,000 workers will be required, all of whom are expected to possess high-level qualifications, starting from higher technical diplomas and above.

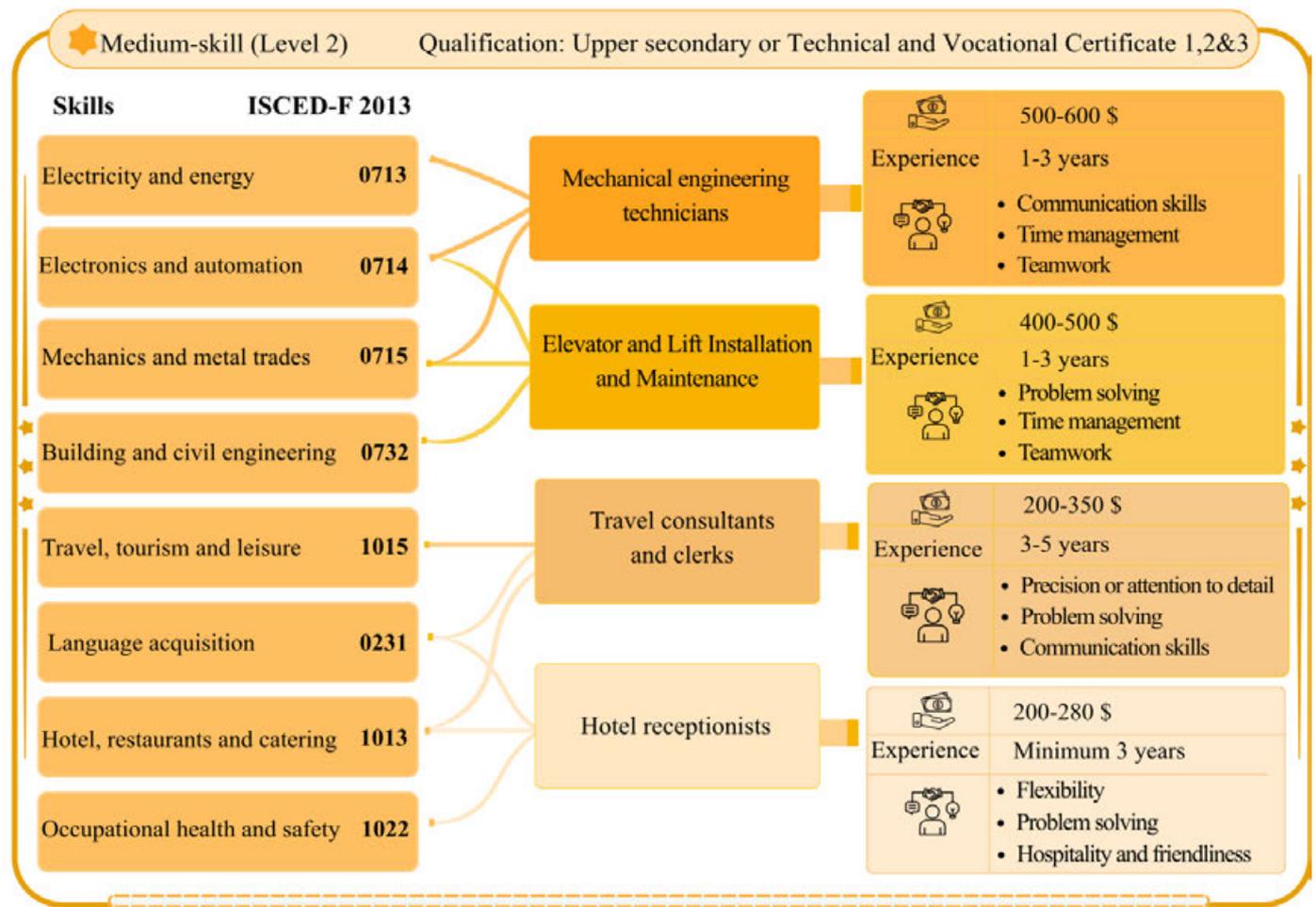
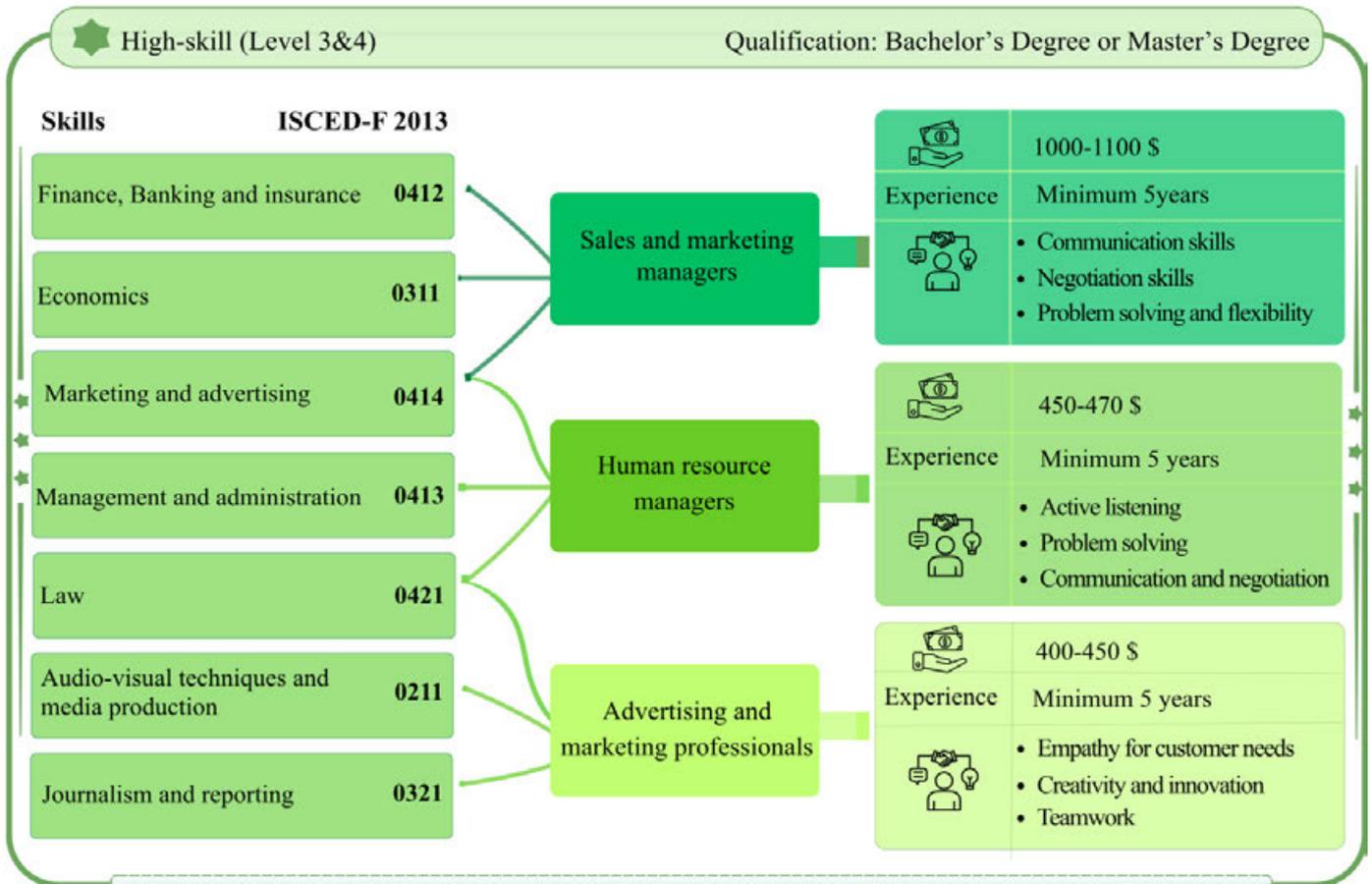
The following sections present high-demand occupations across the 14 major sub-sectors, categorized by skill level, specialization, qualification, and profession. They also provide information on total employment figures, job opportunity outlooks, recruitment challenges, opportunities for entry-level candidates, as well as prevailing skill shortages and skill gaps.

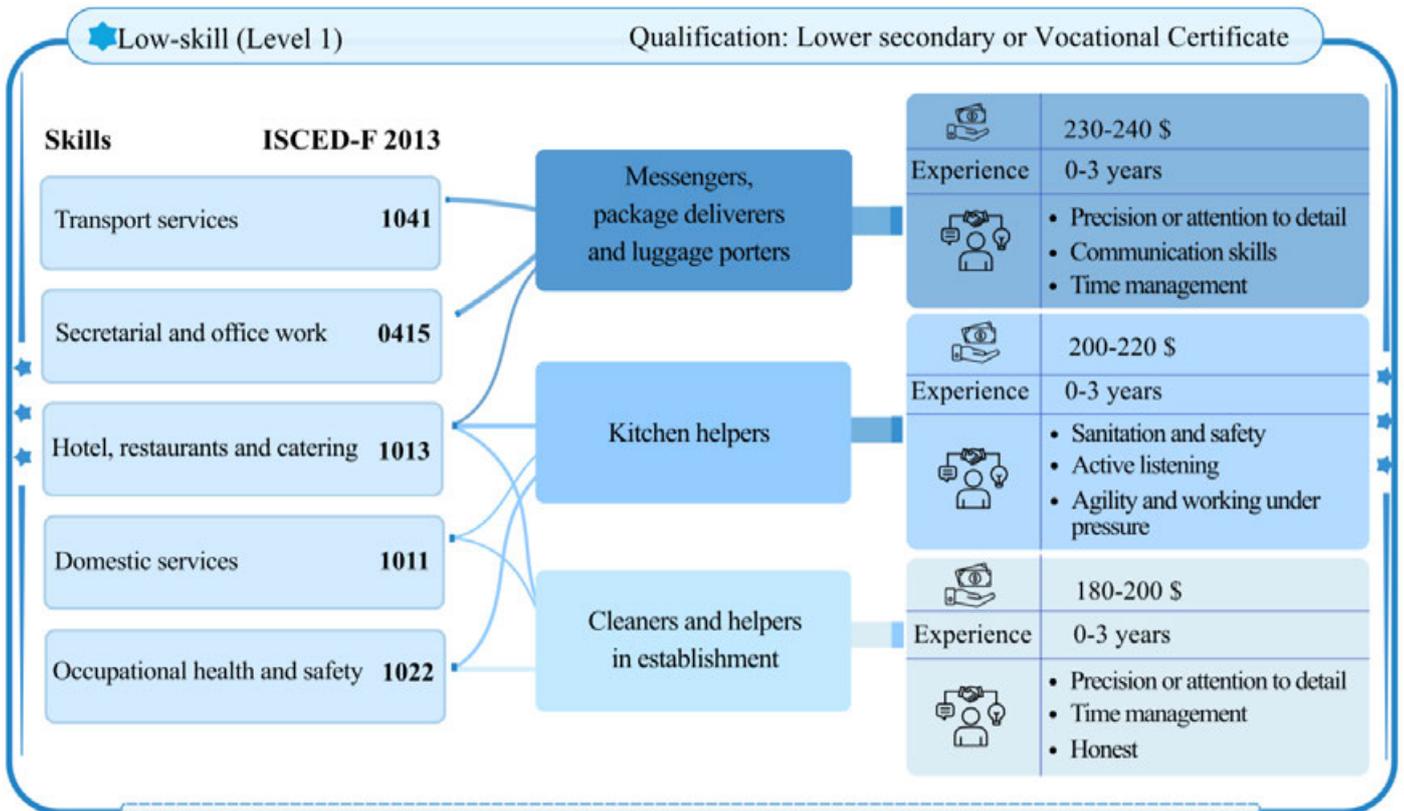


#### Additional Notes:

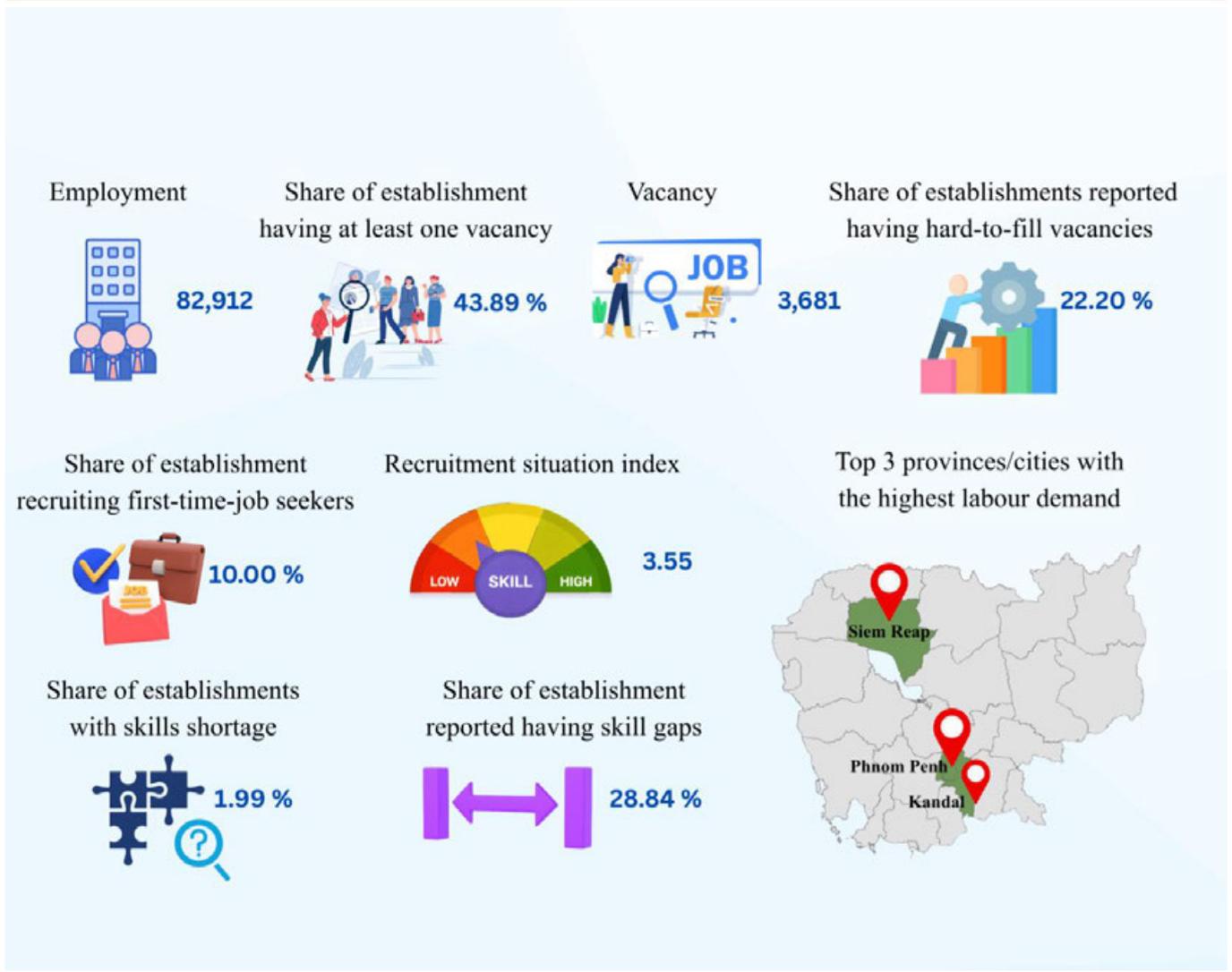
- ❖ Information regarding the number of jobs, recruitment figures, recruitment difficulties, opportunities for inexperienced individuals, job availability, skill shortages, and skill gap issues are sourced from survey reports by the Ministry of Labour and Vocational Training.
- ❖ Monthly wage data by sub-sector refers to the basic monthly wage, excluding additional benefits such as commissions, travel and accommodation allowances, attendance bonuses, meal allowances, other allowances, and seniority payments, etc.

## Accommodation and Restaurants

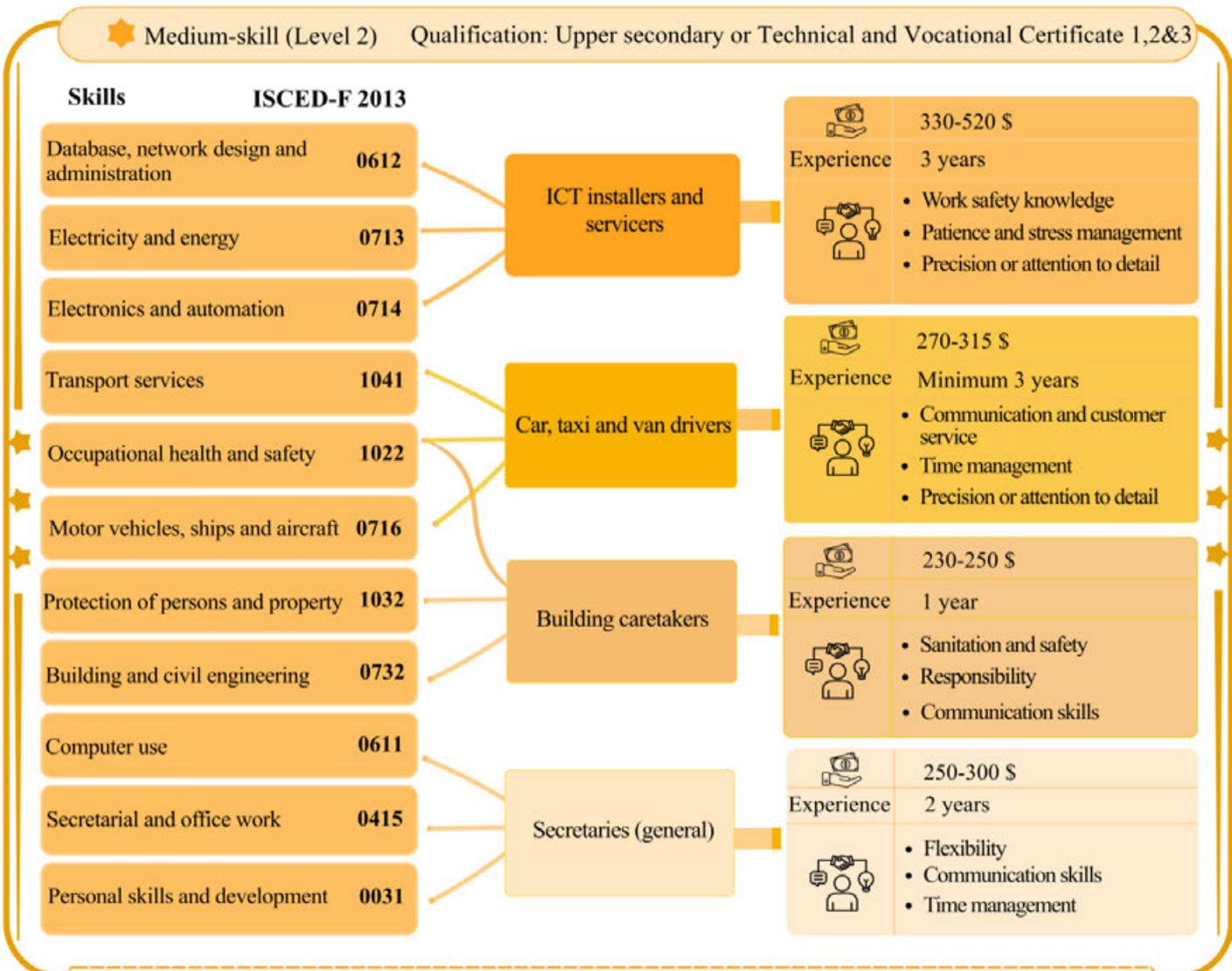
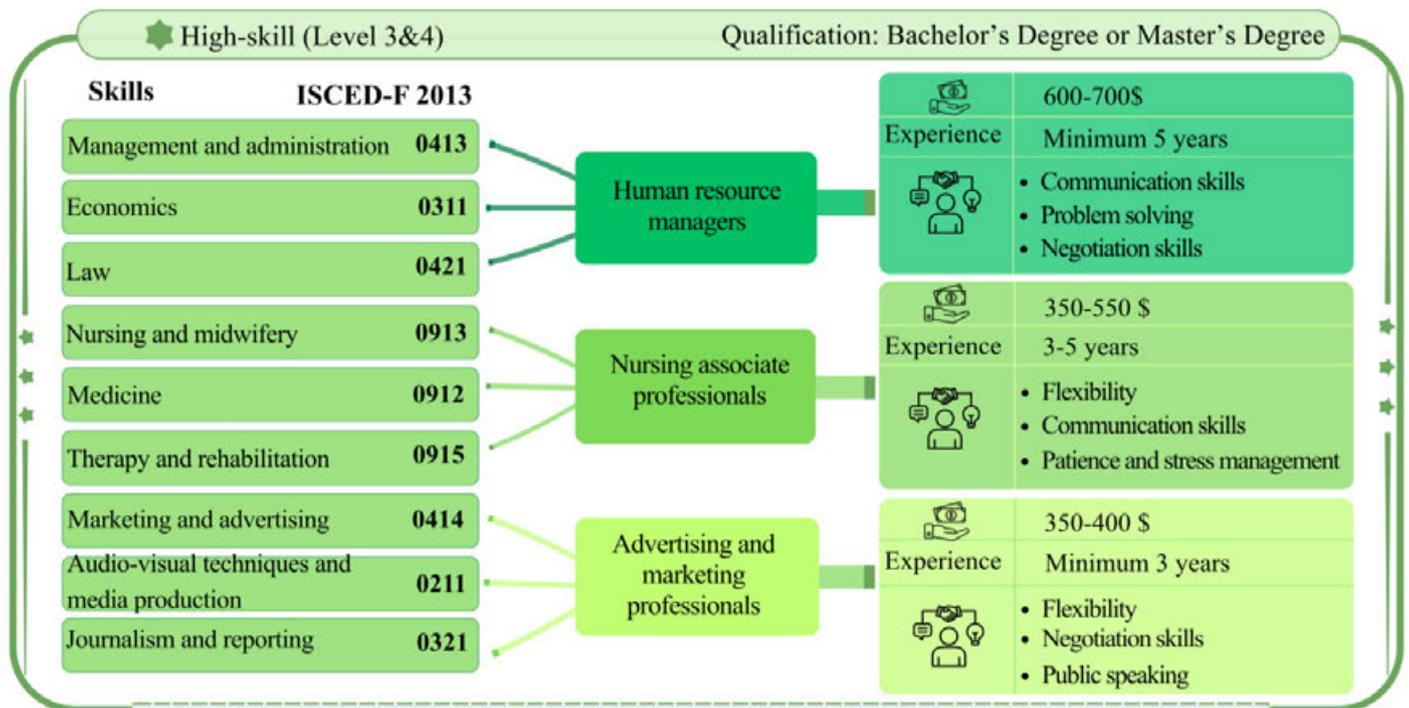


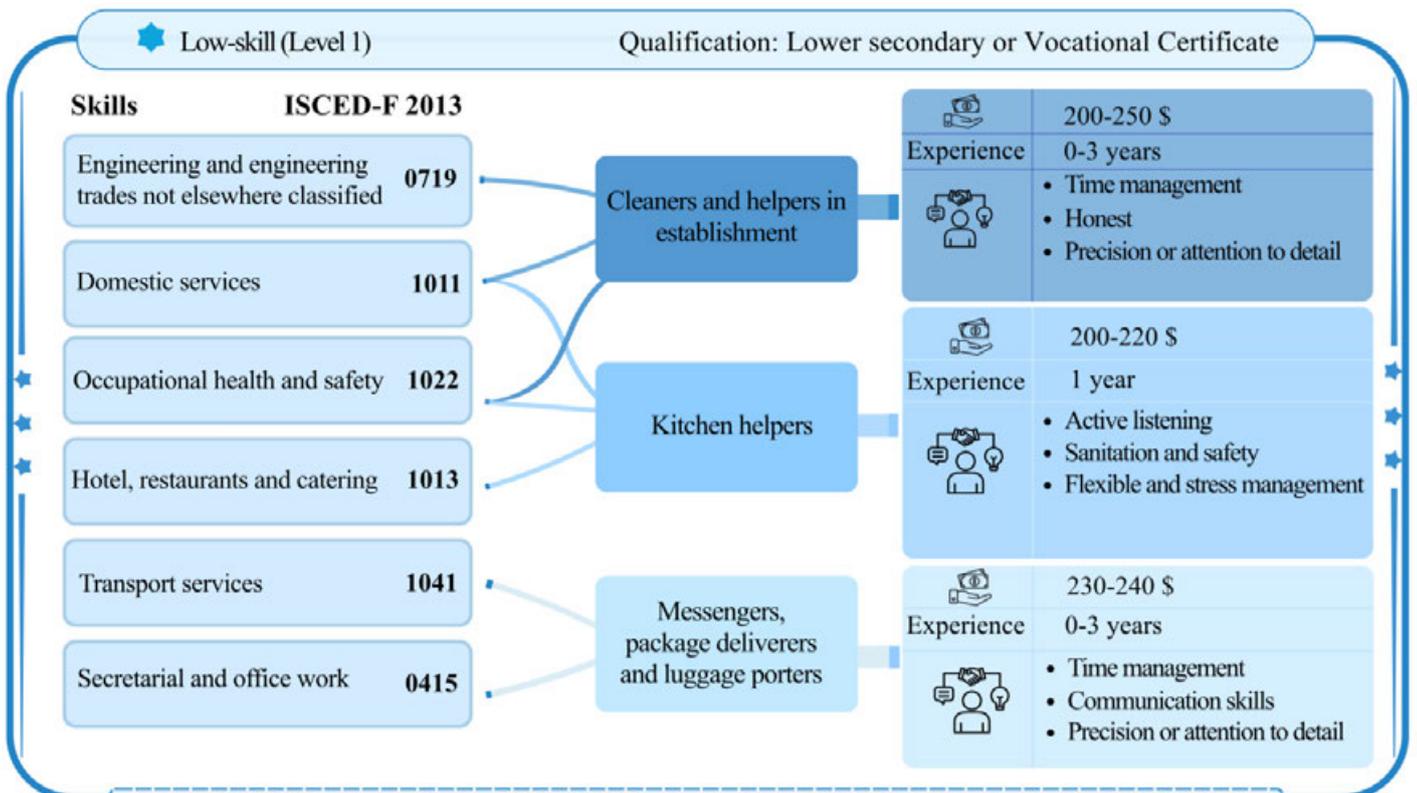


Note: "Skill" can be regarded as fields of study in this context (ISCED-F 2013)

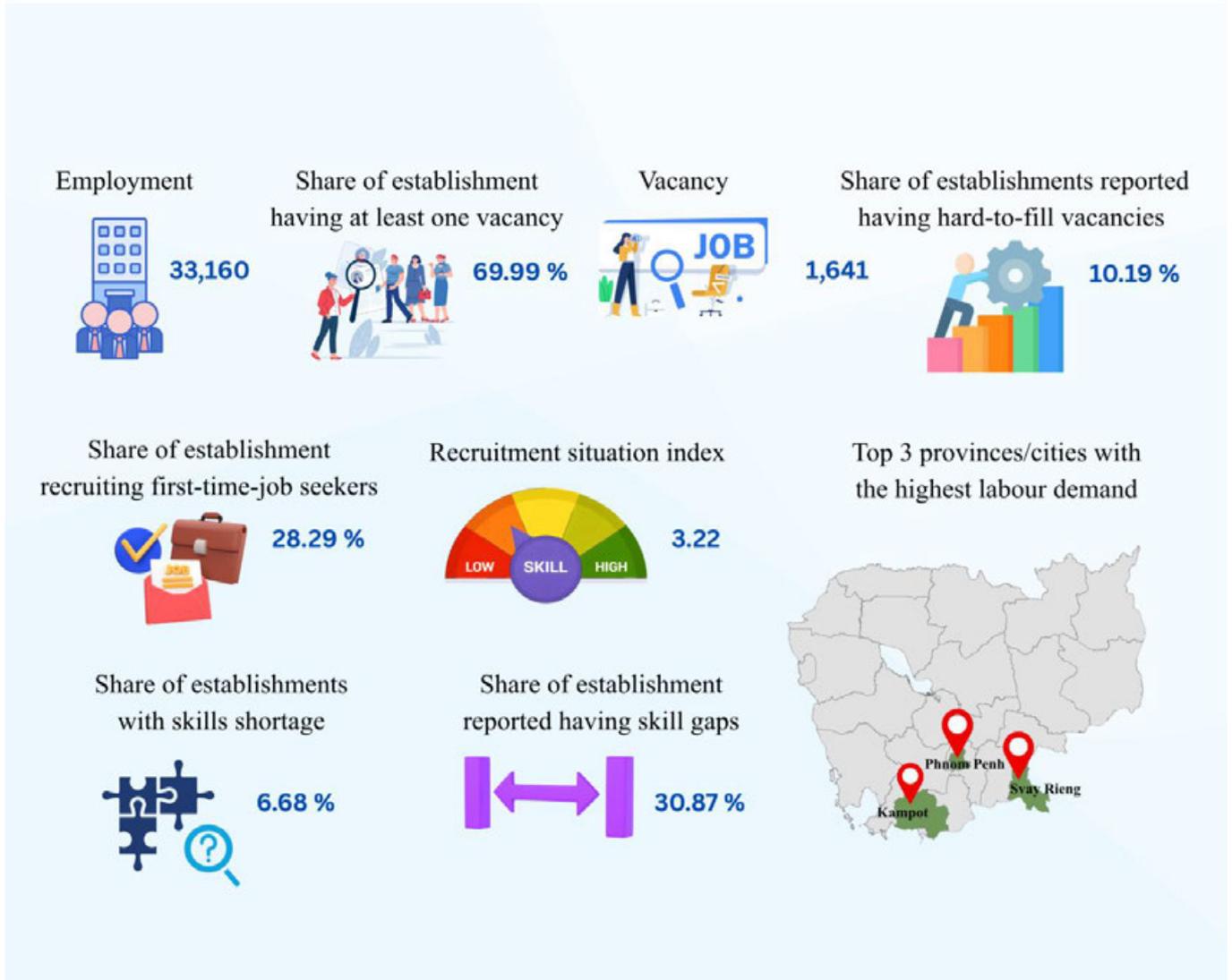


## Education

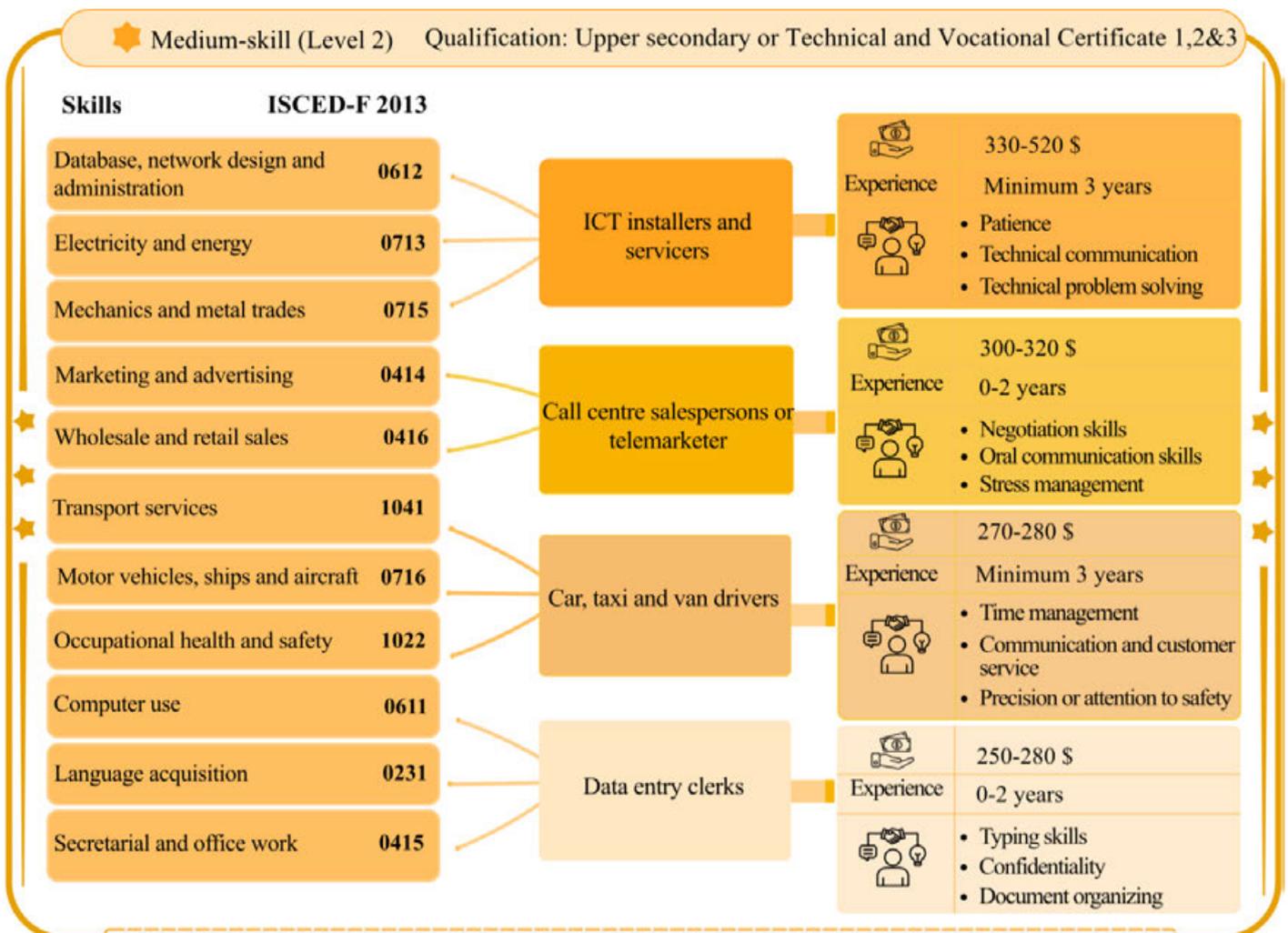
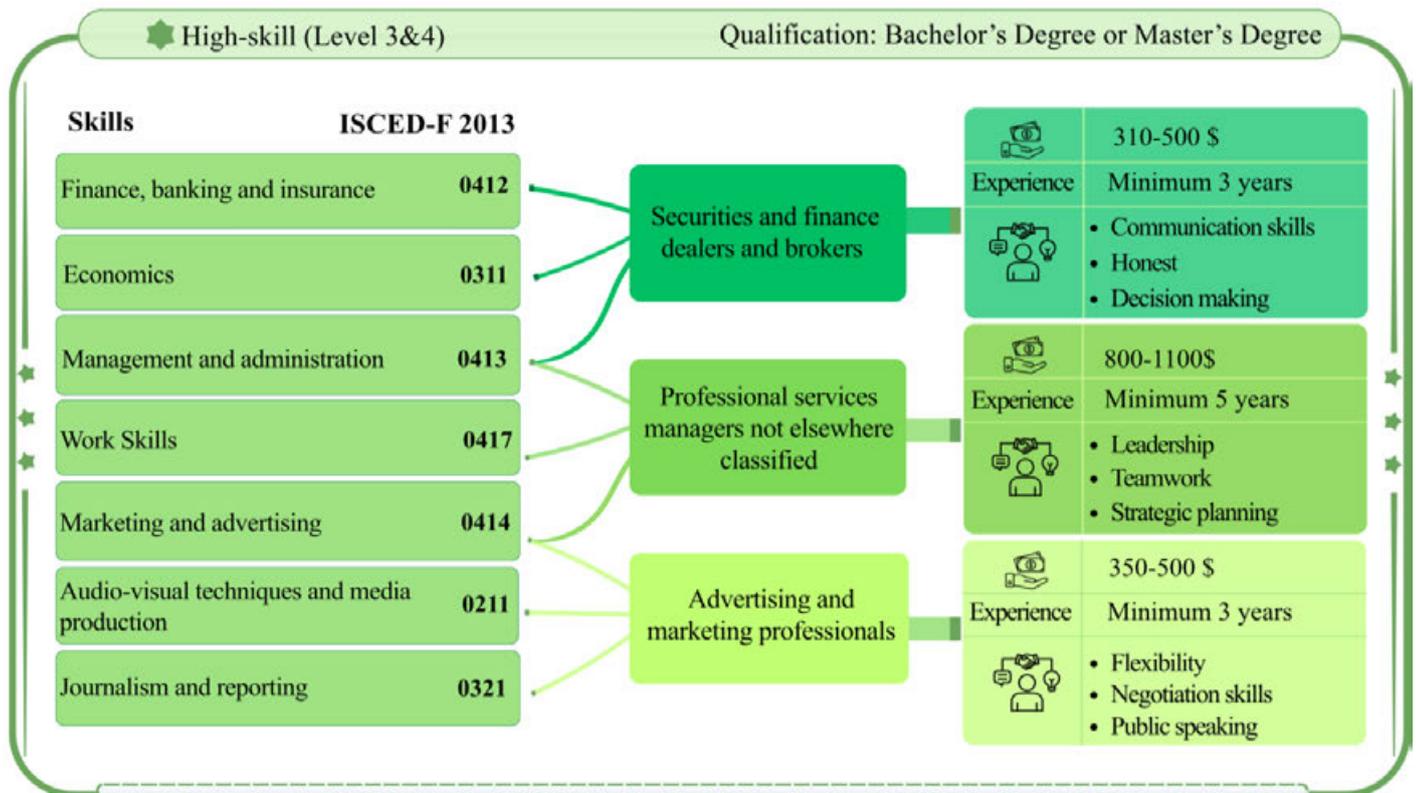


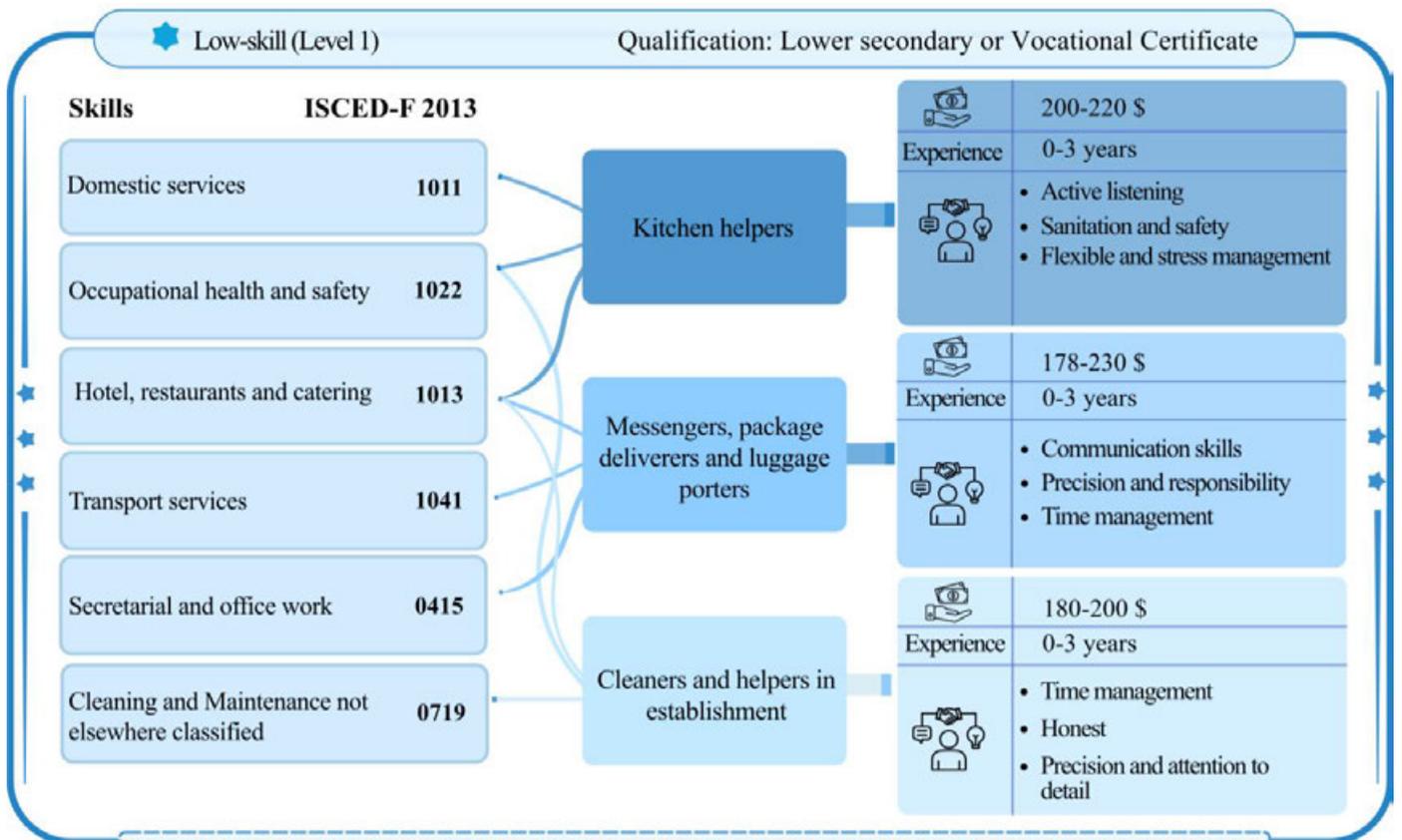


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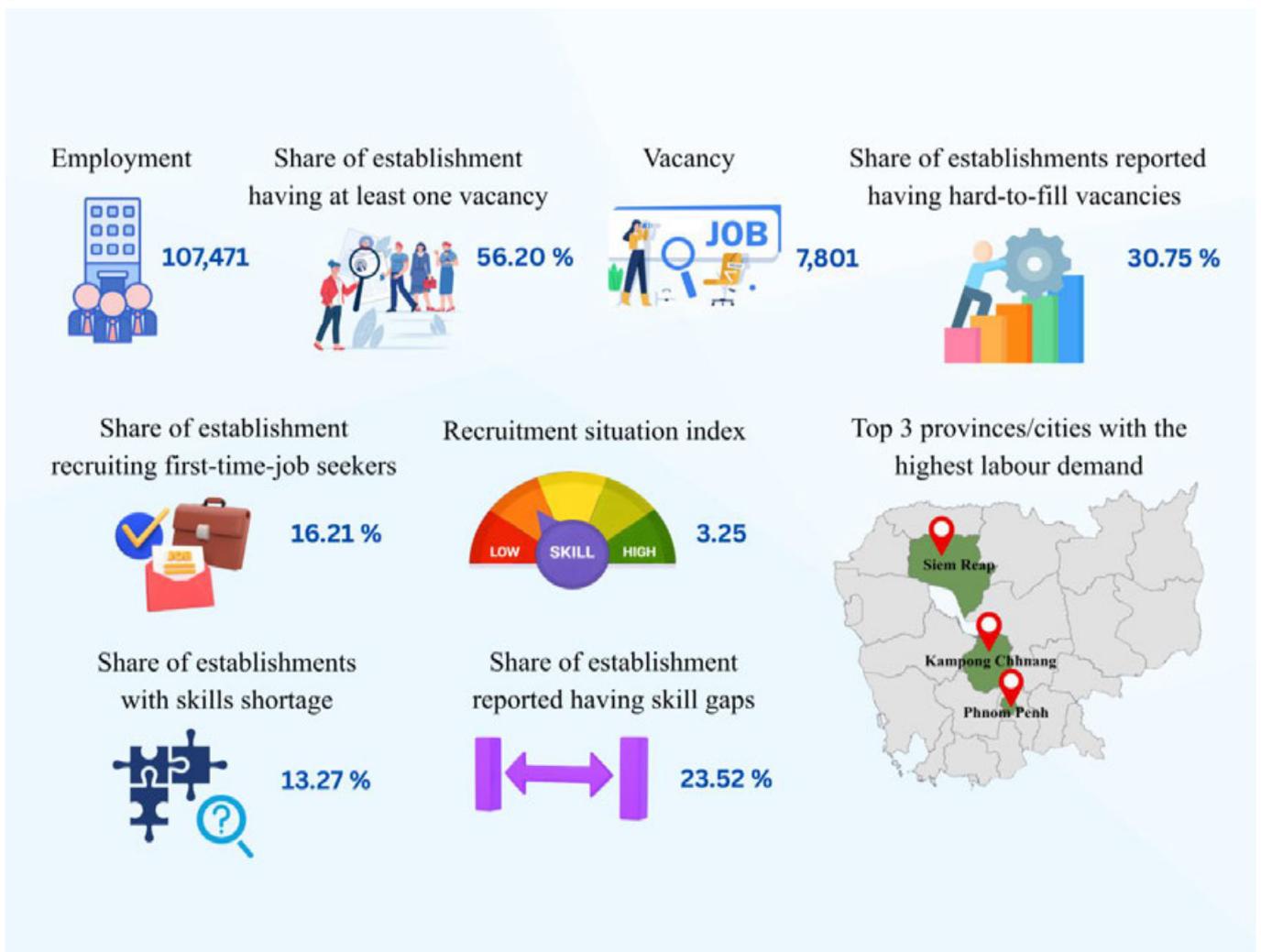


## Finance and Insurance

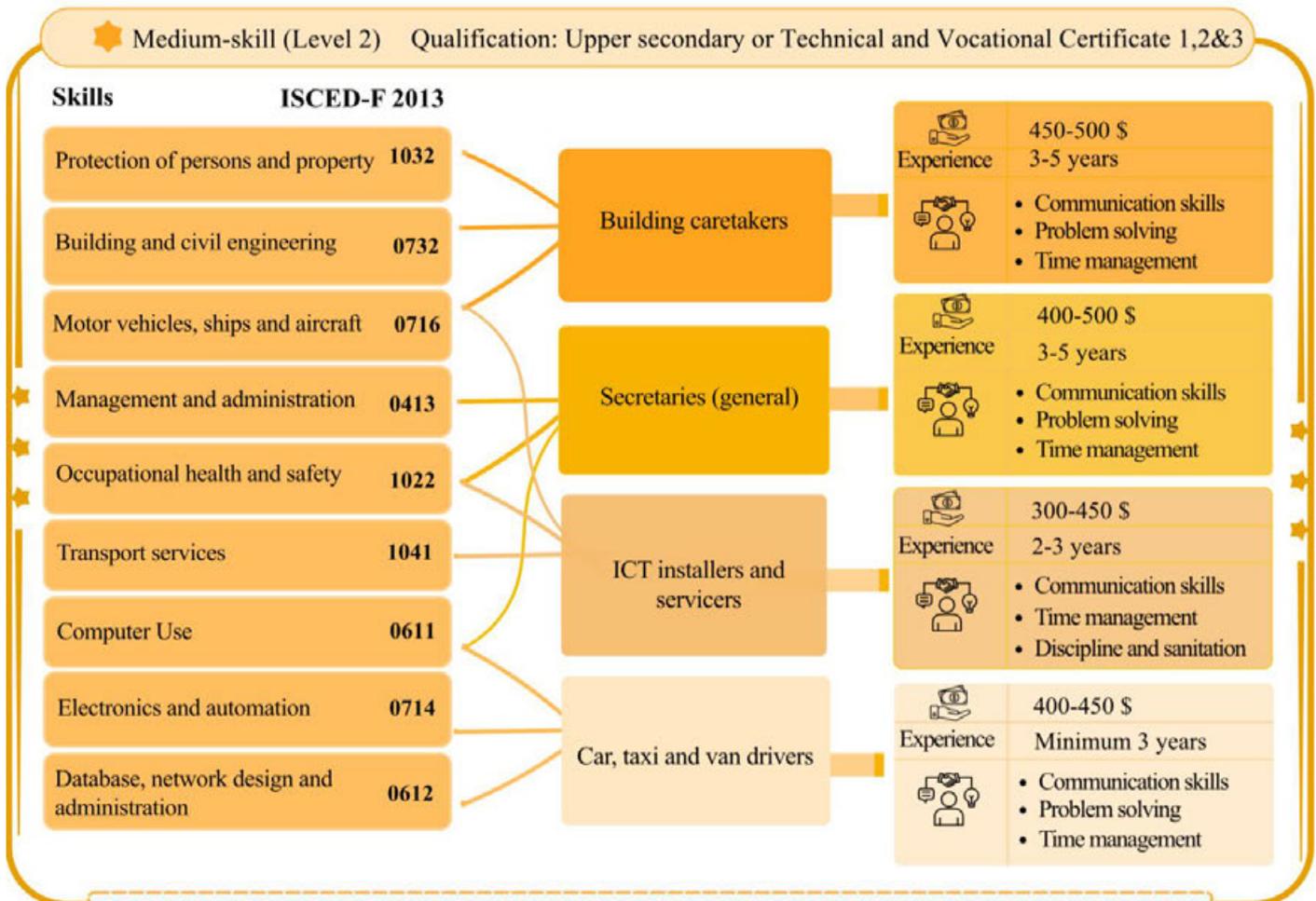
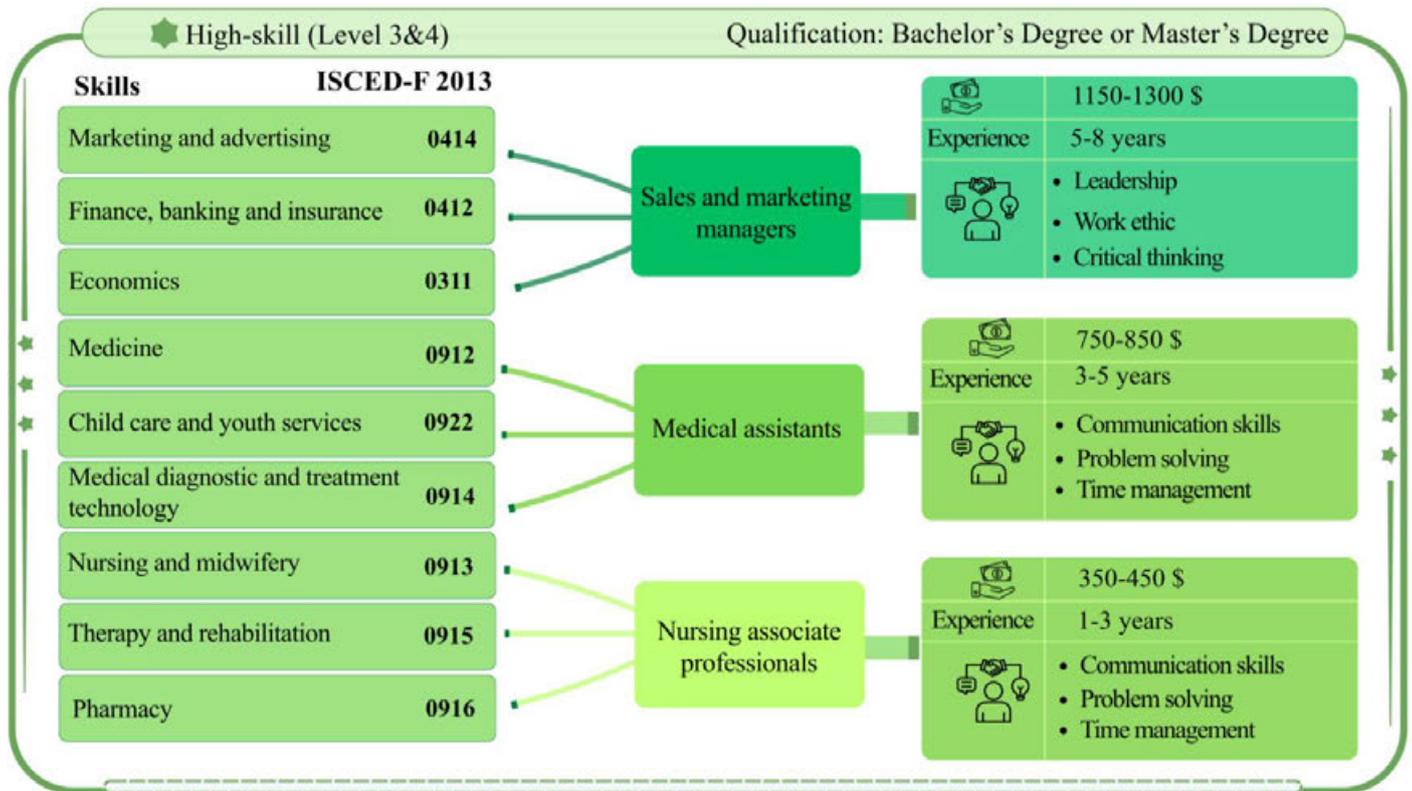


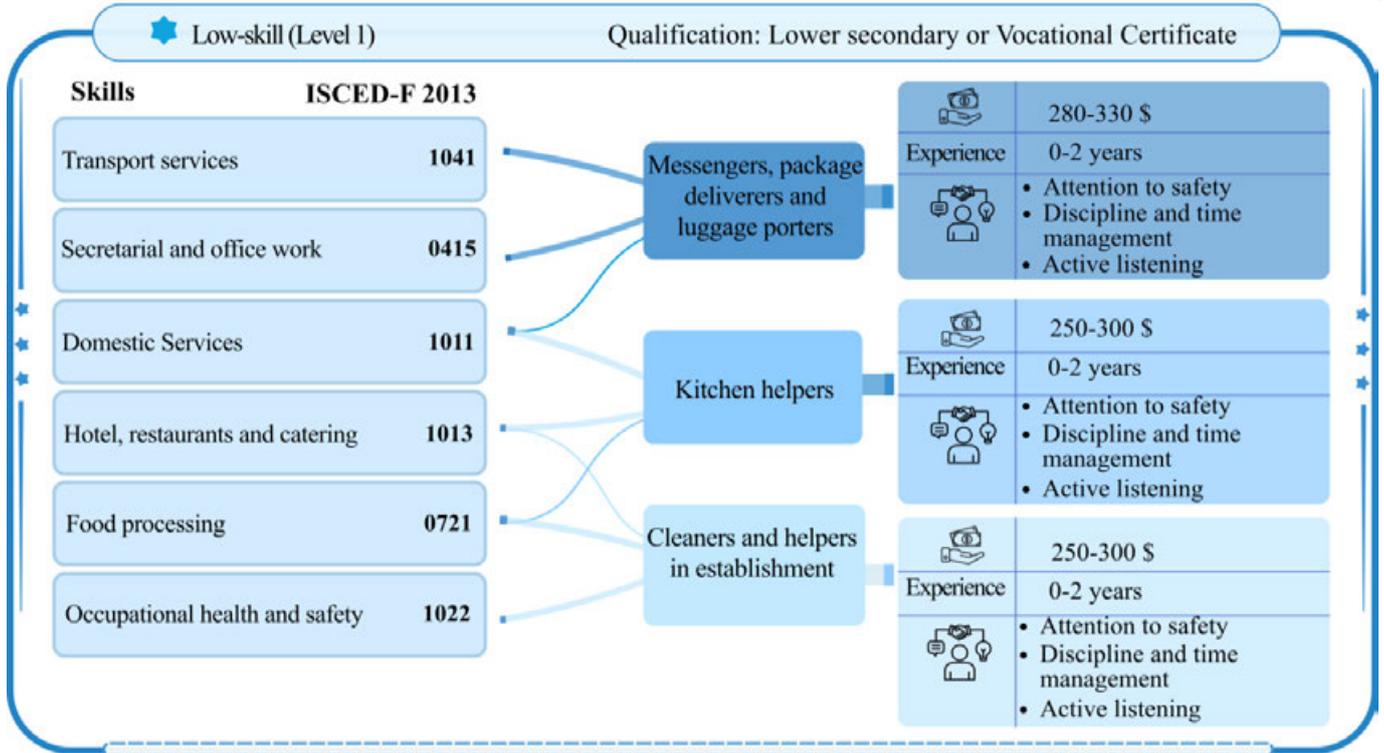


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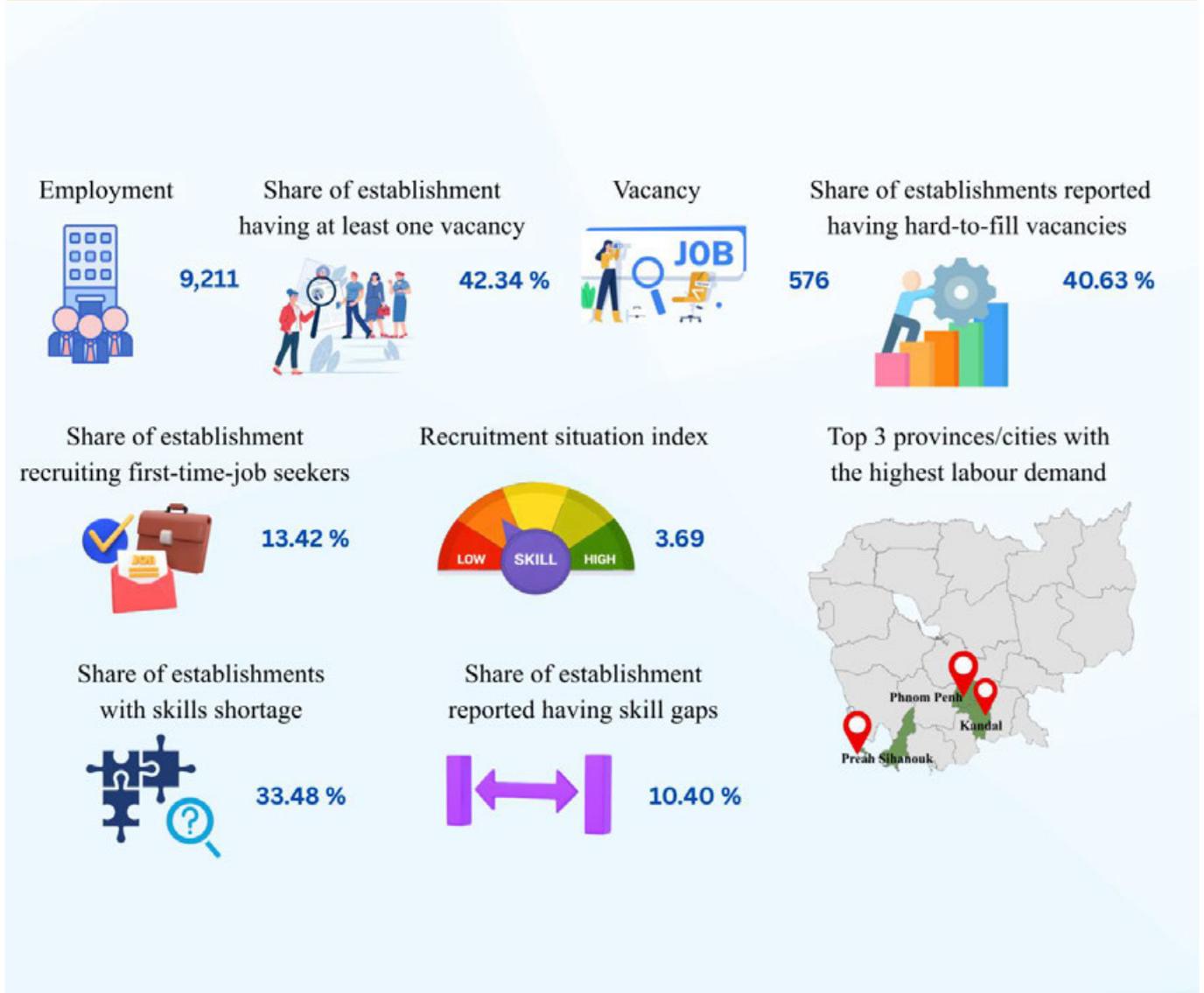


### Human Health Activities

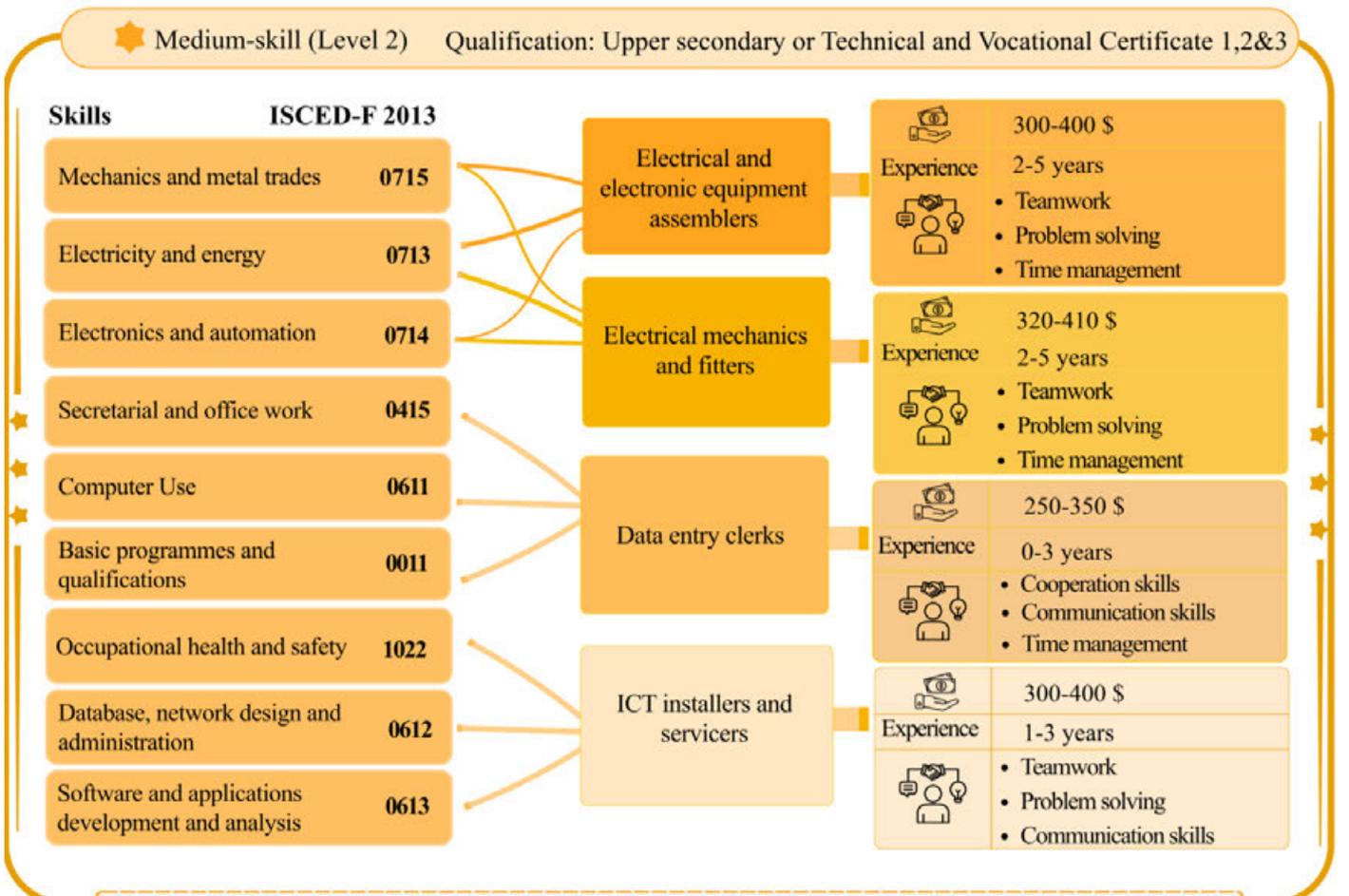
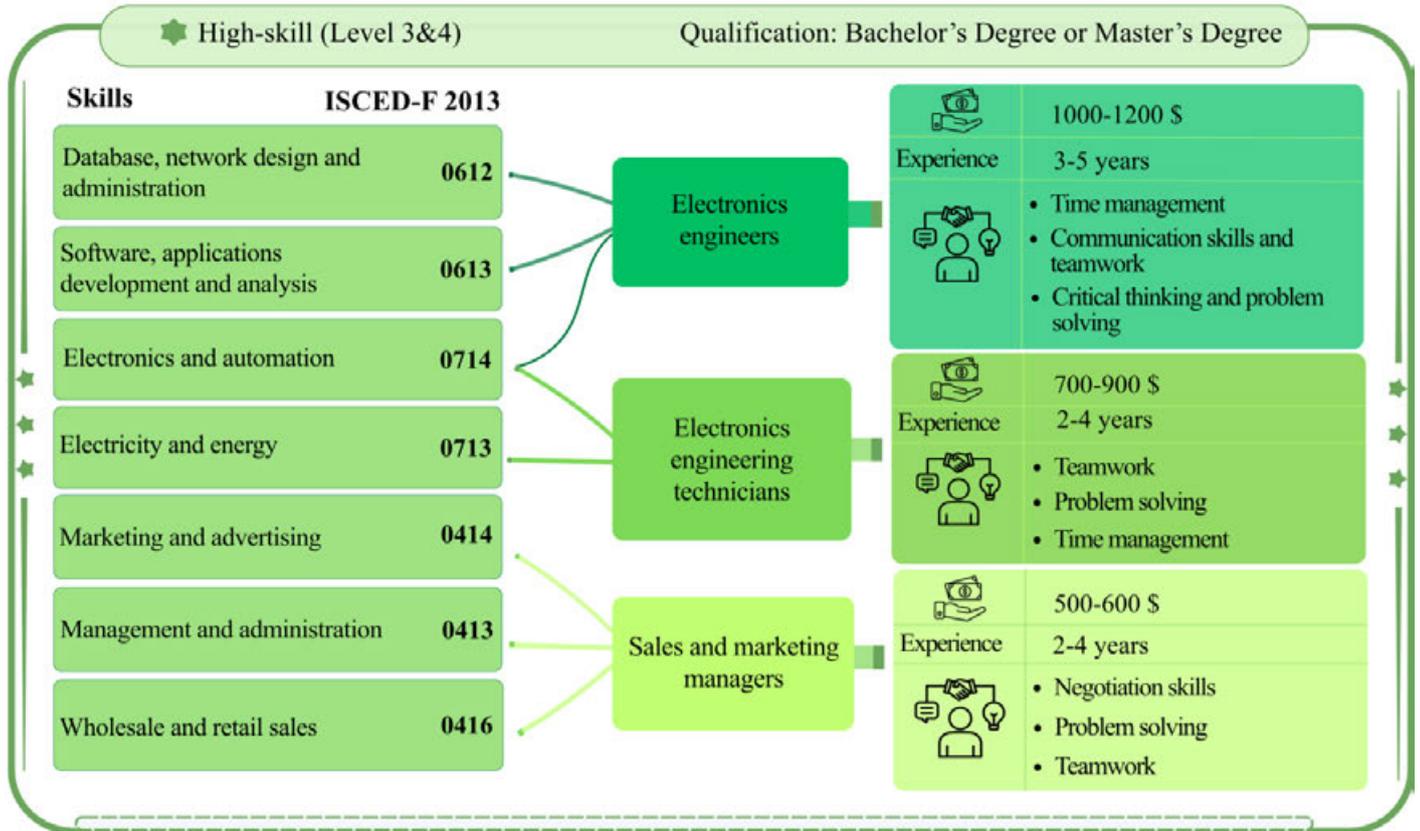


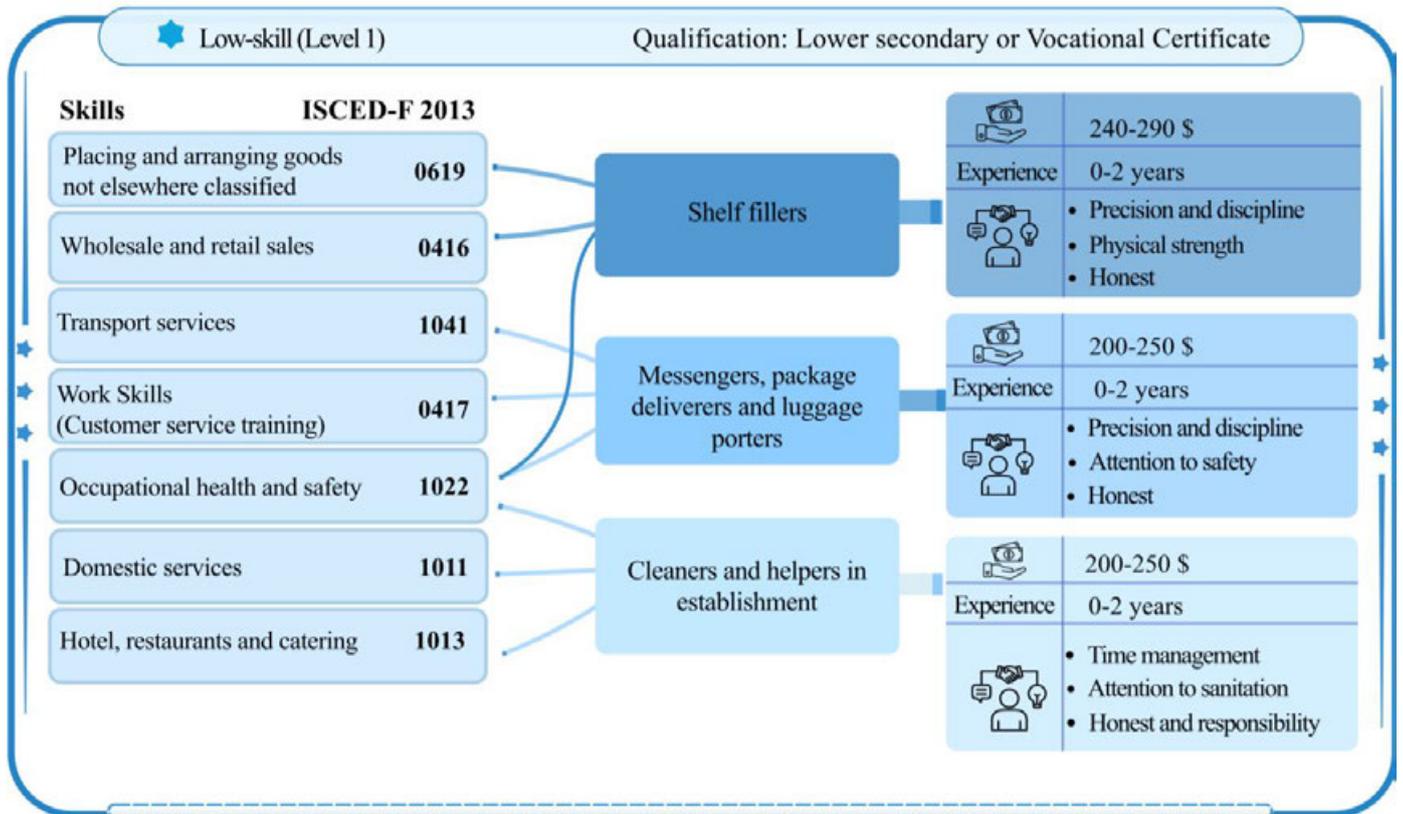


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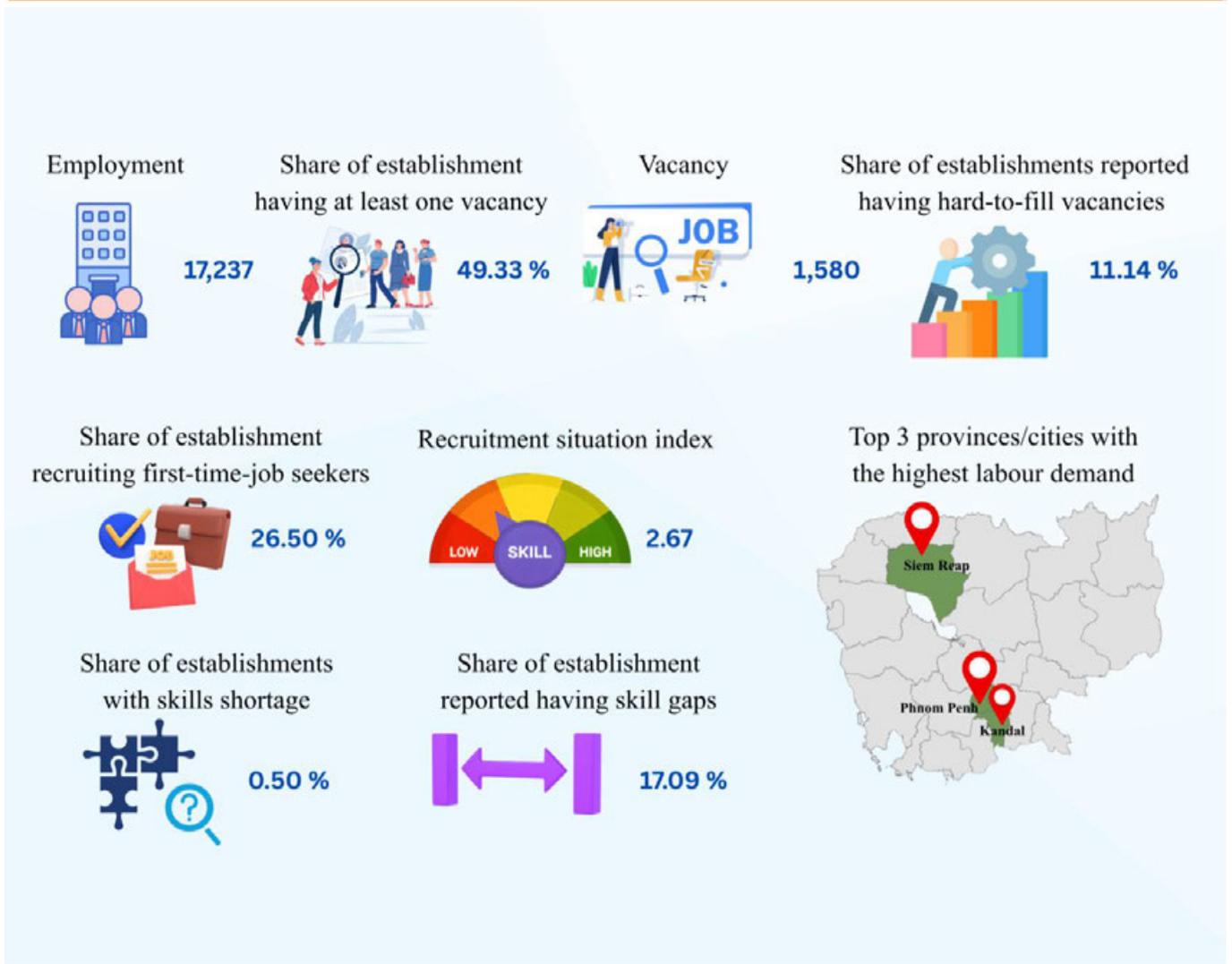


## Information Communication Technology

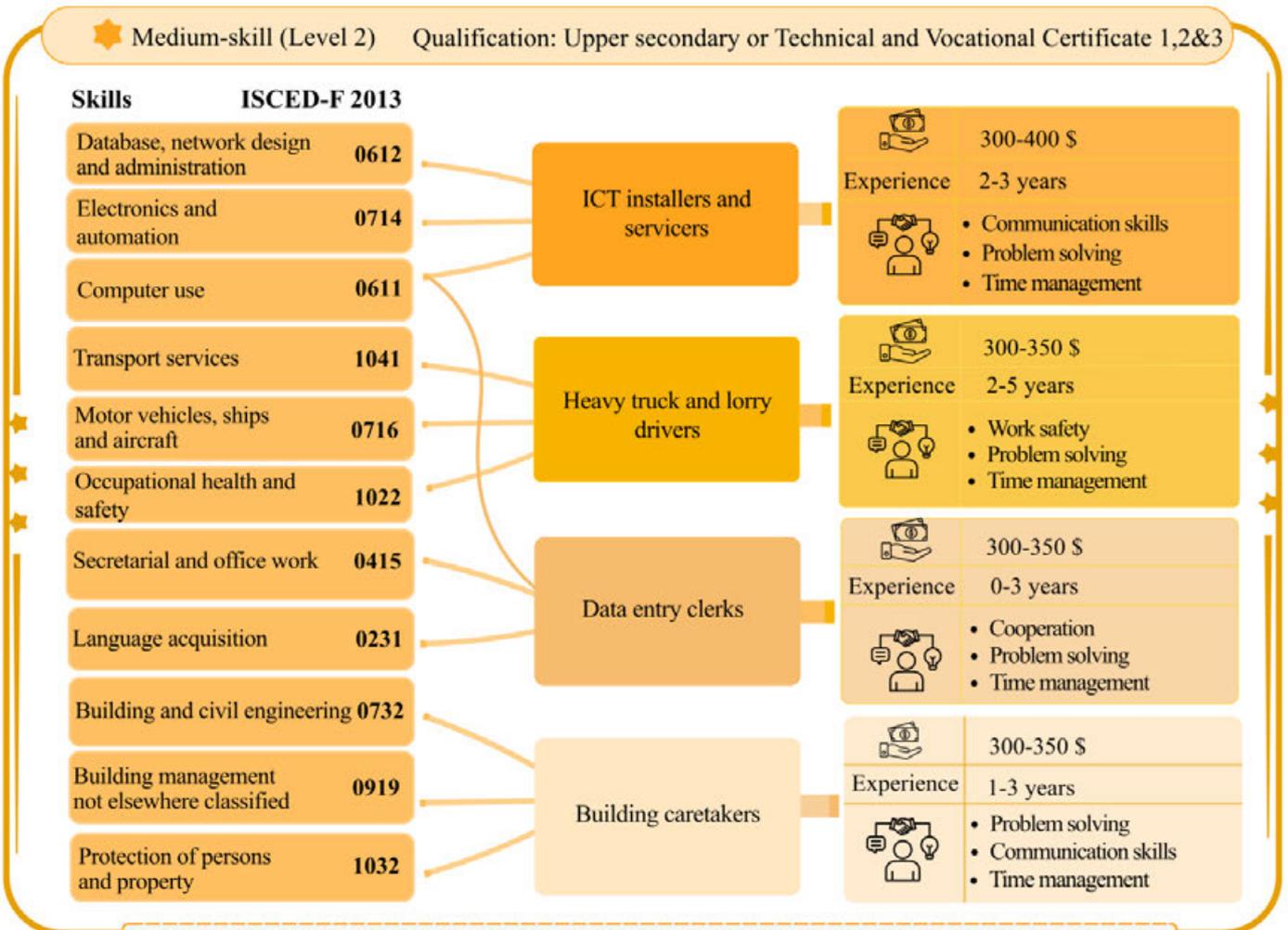
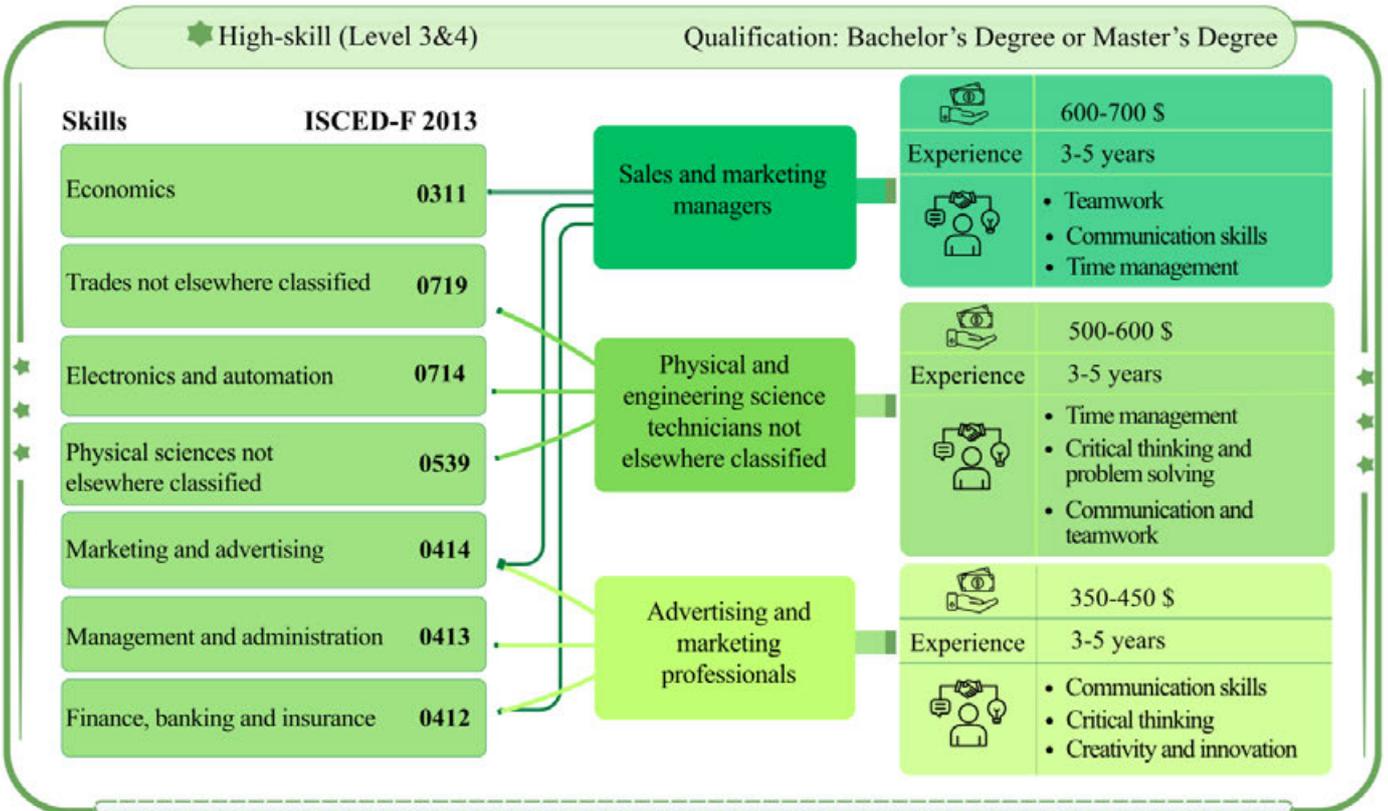


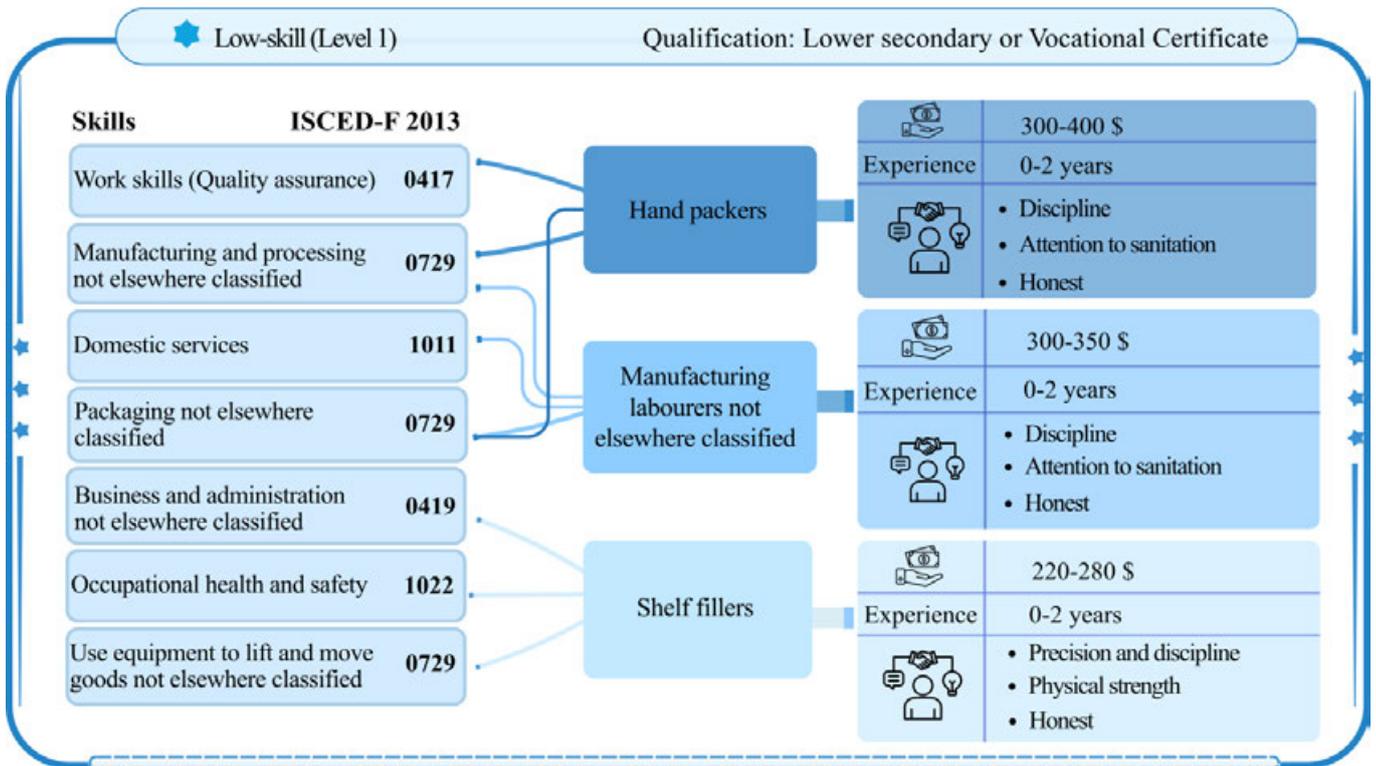


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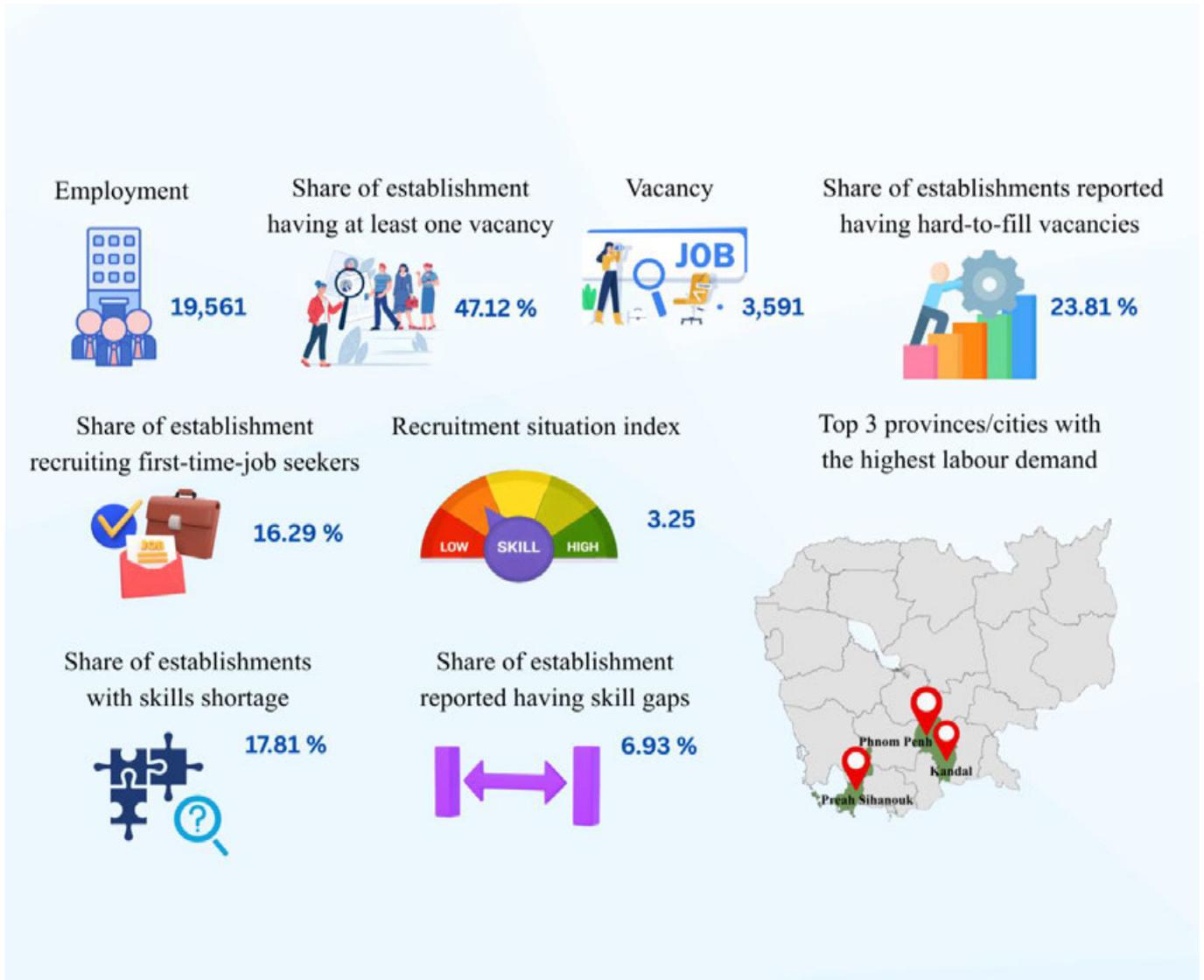


## Transportation and Storage

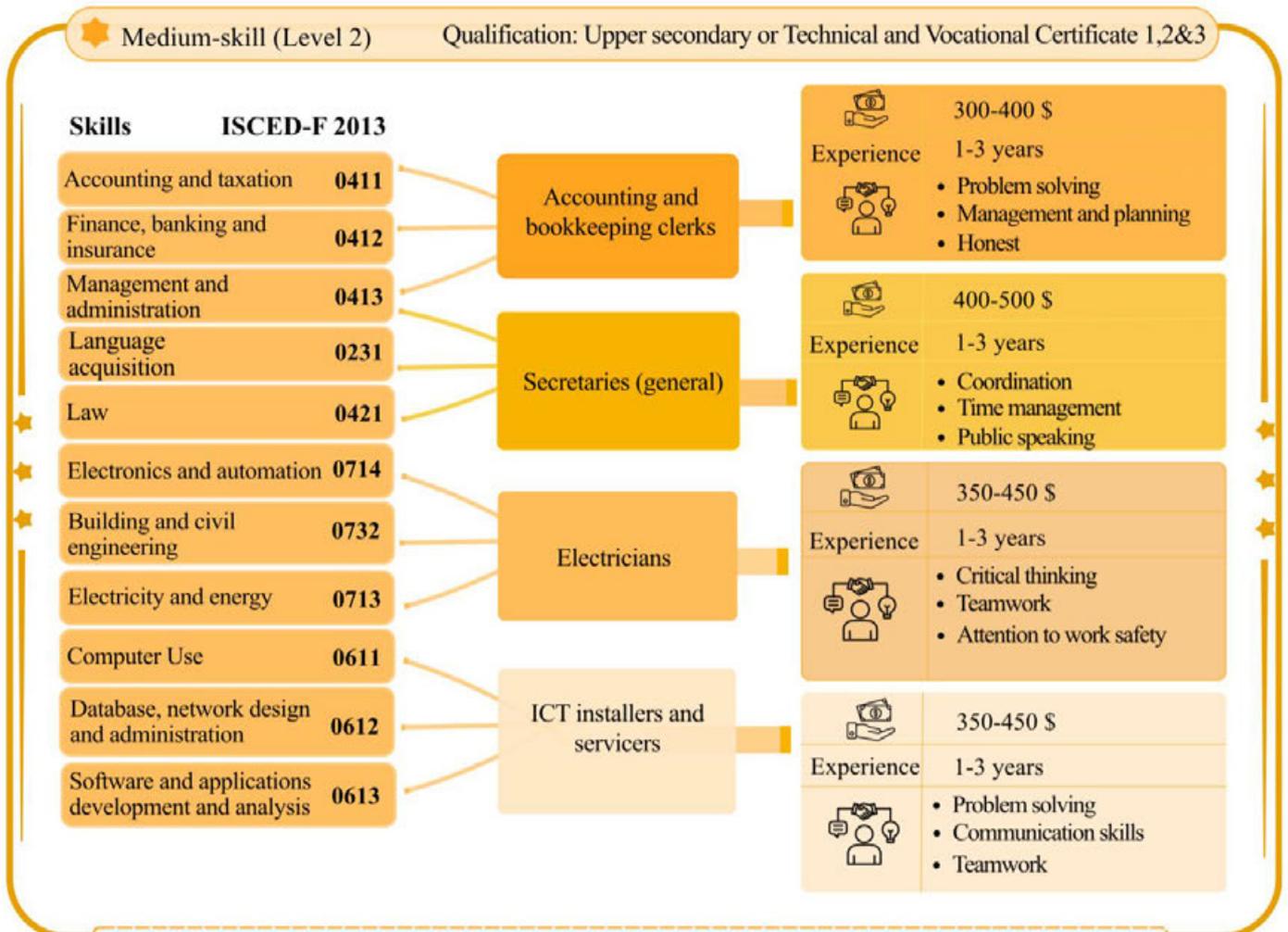
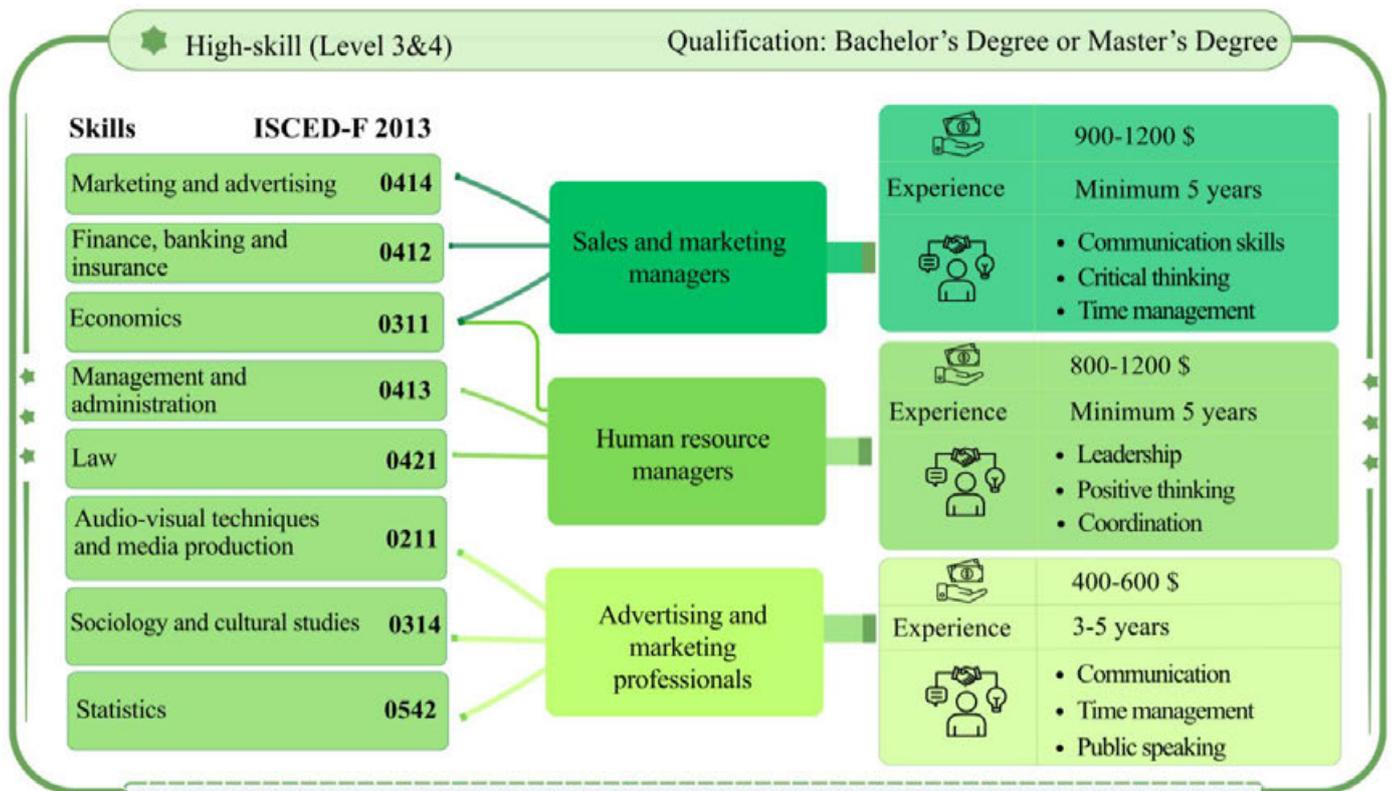


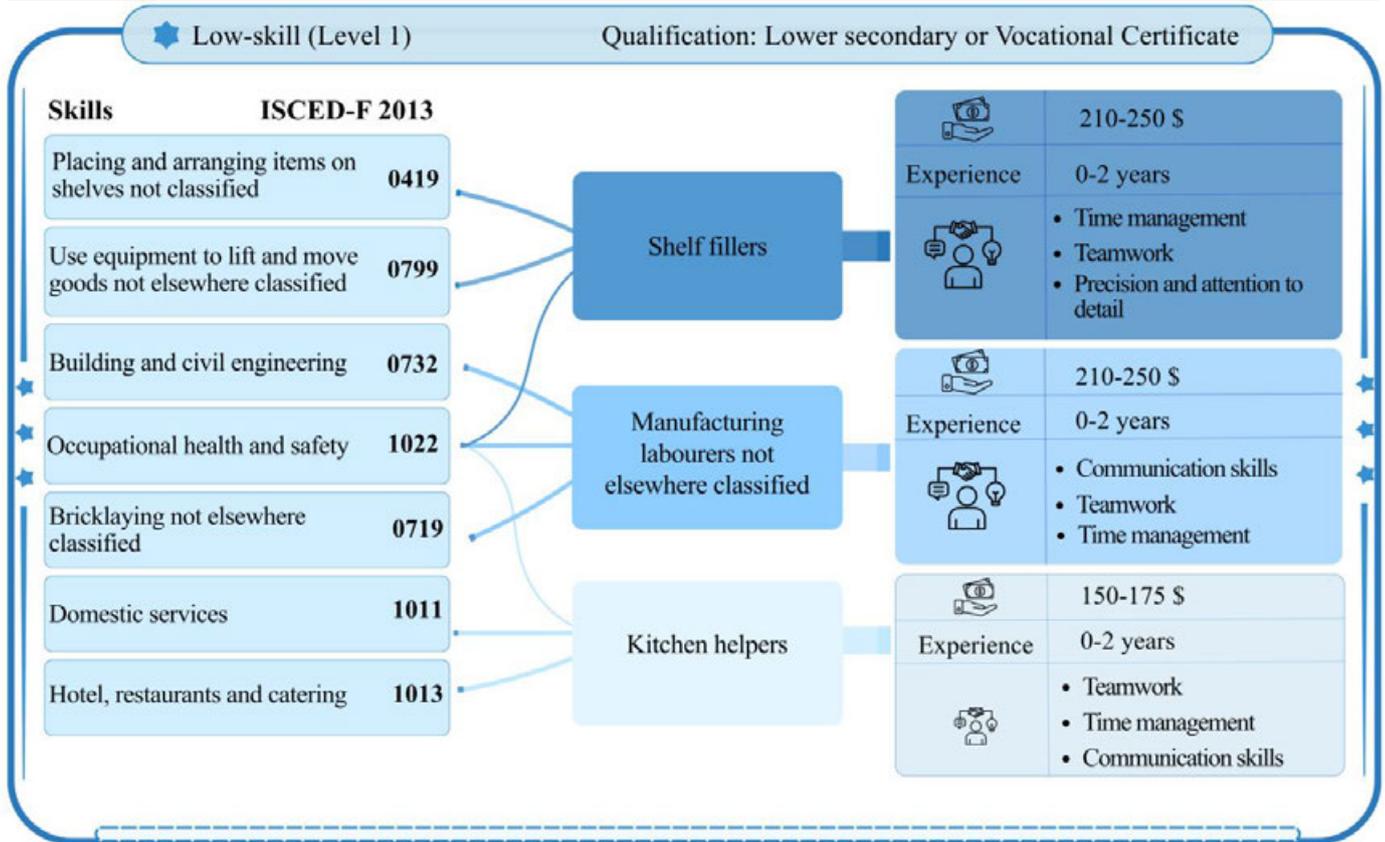


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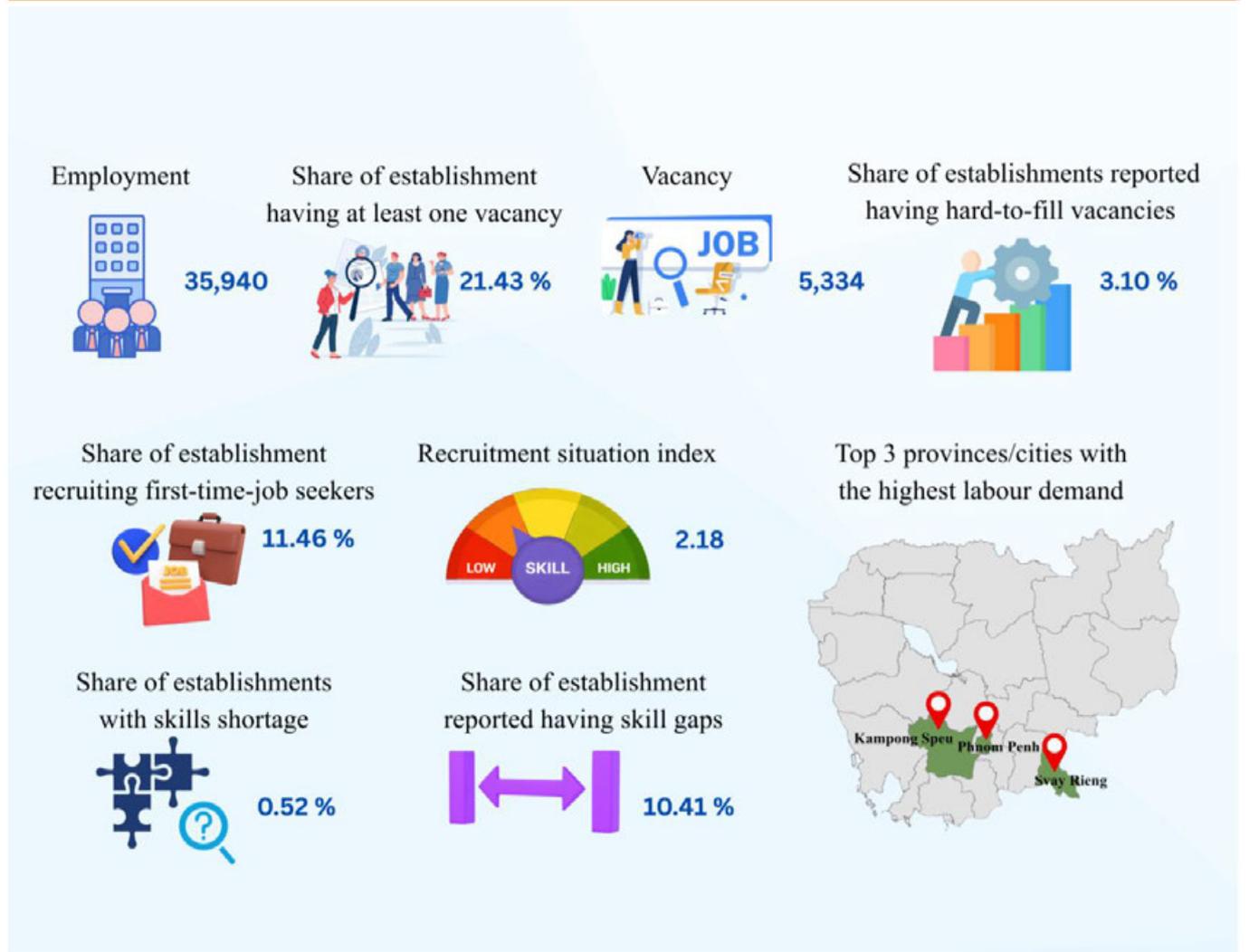


## Construction

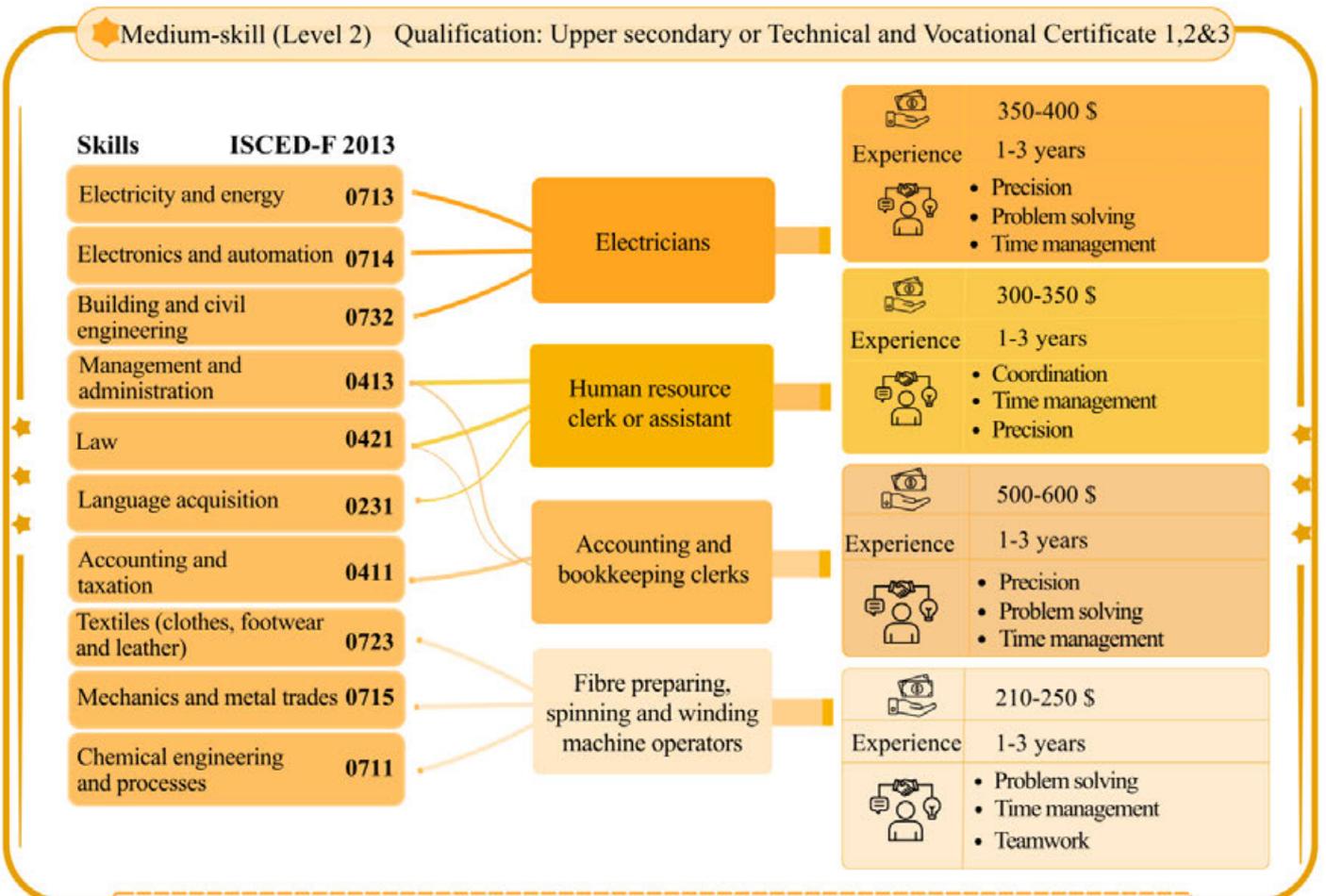
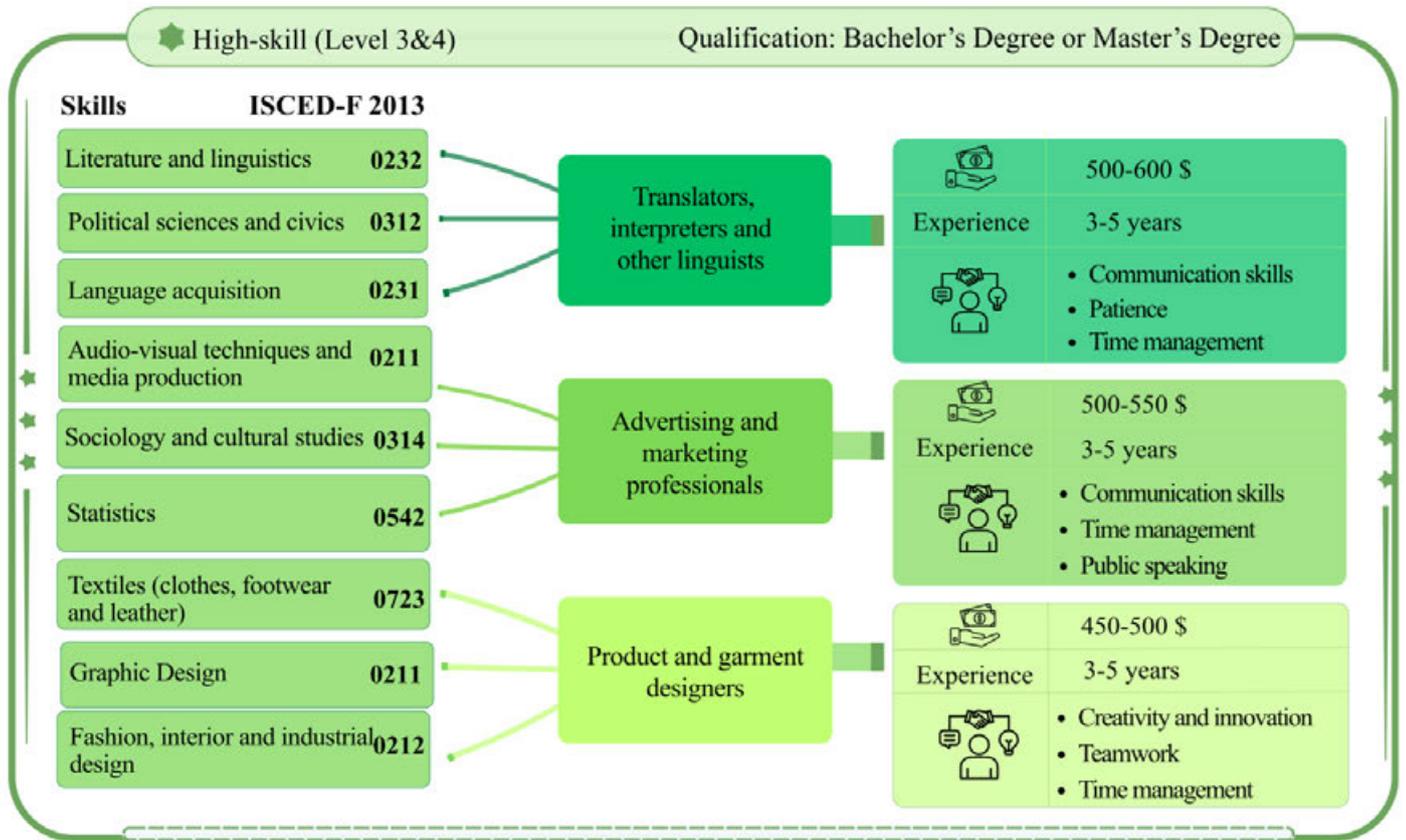


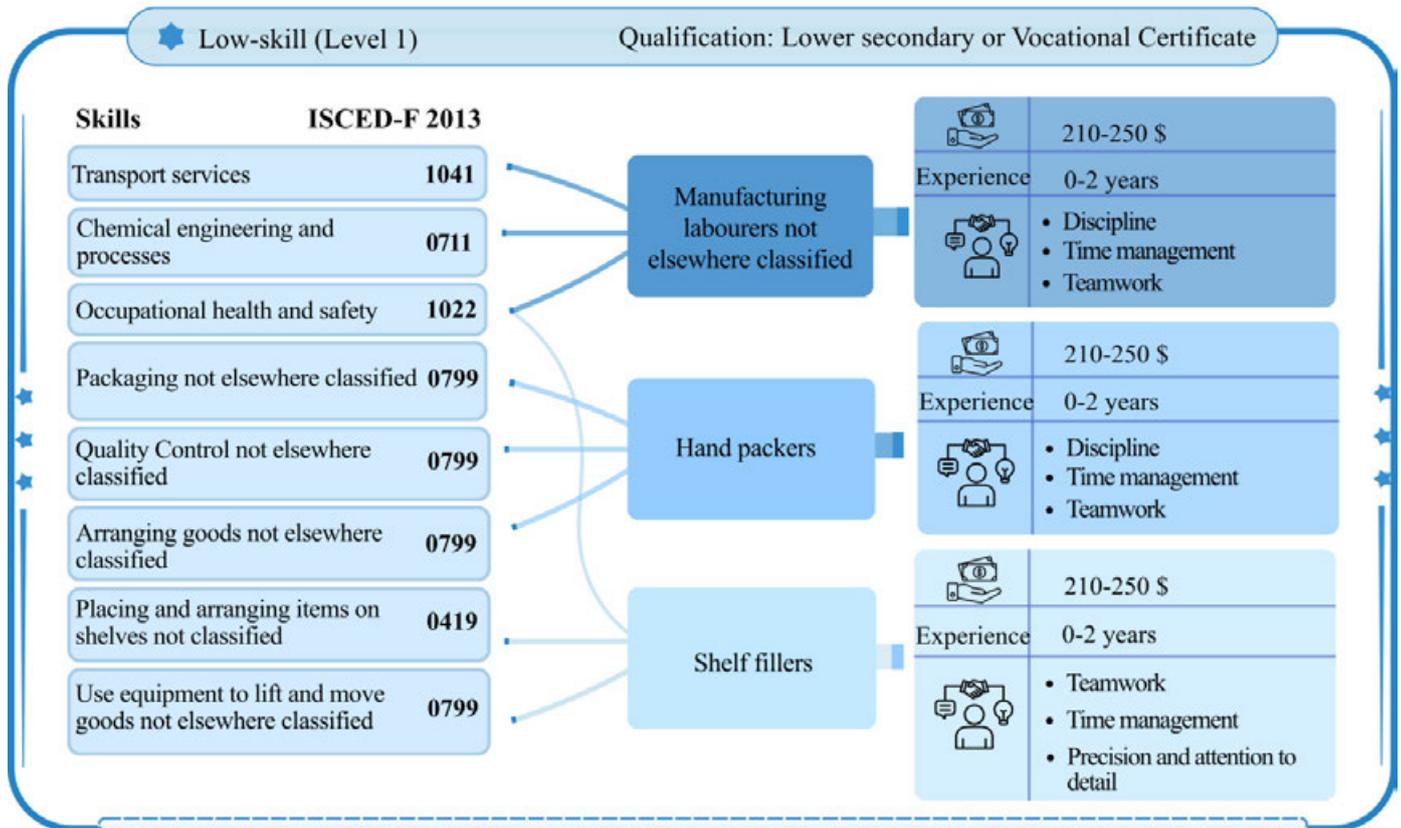


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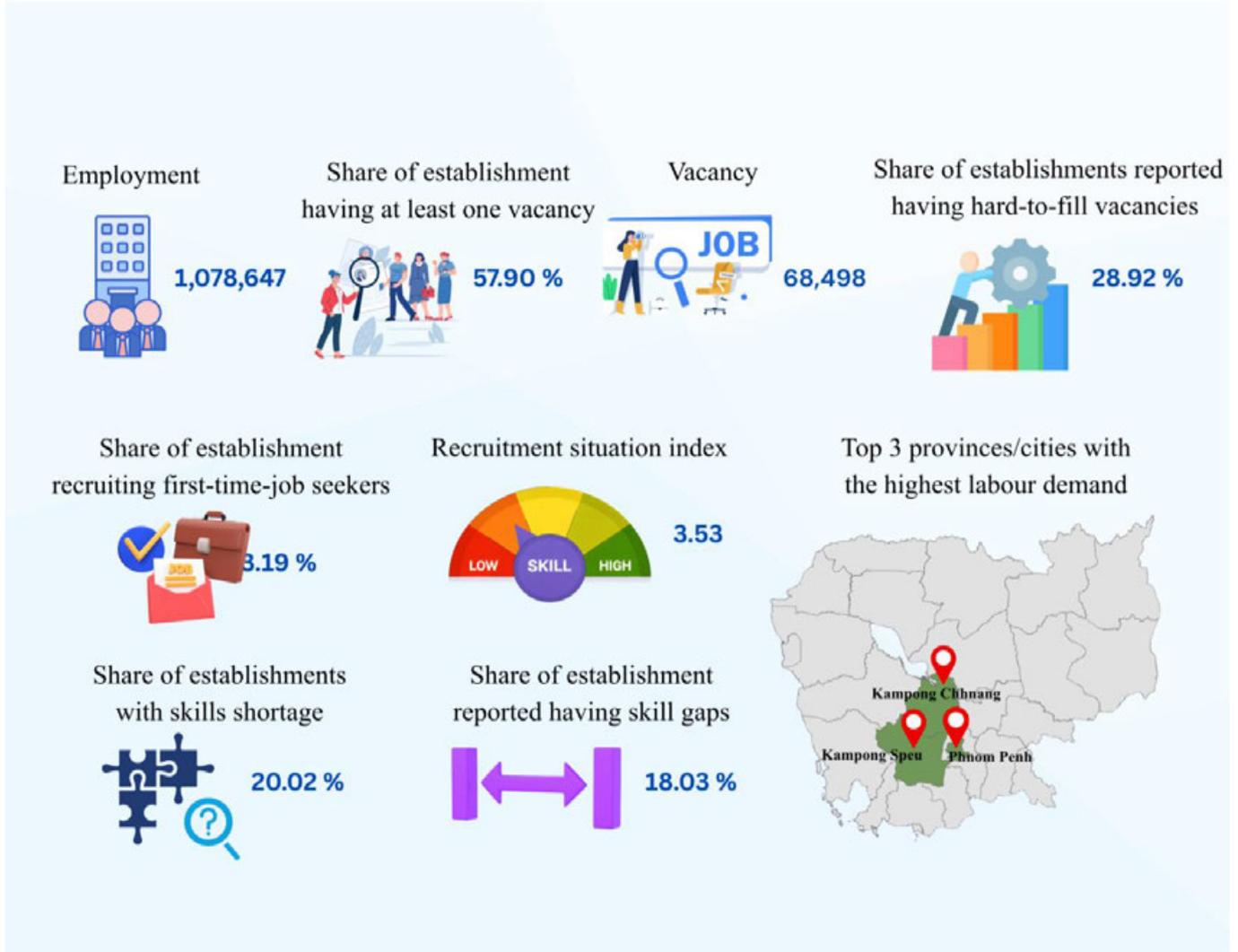


## Garment, Textile, Footwear, Travel Goods and Bags

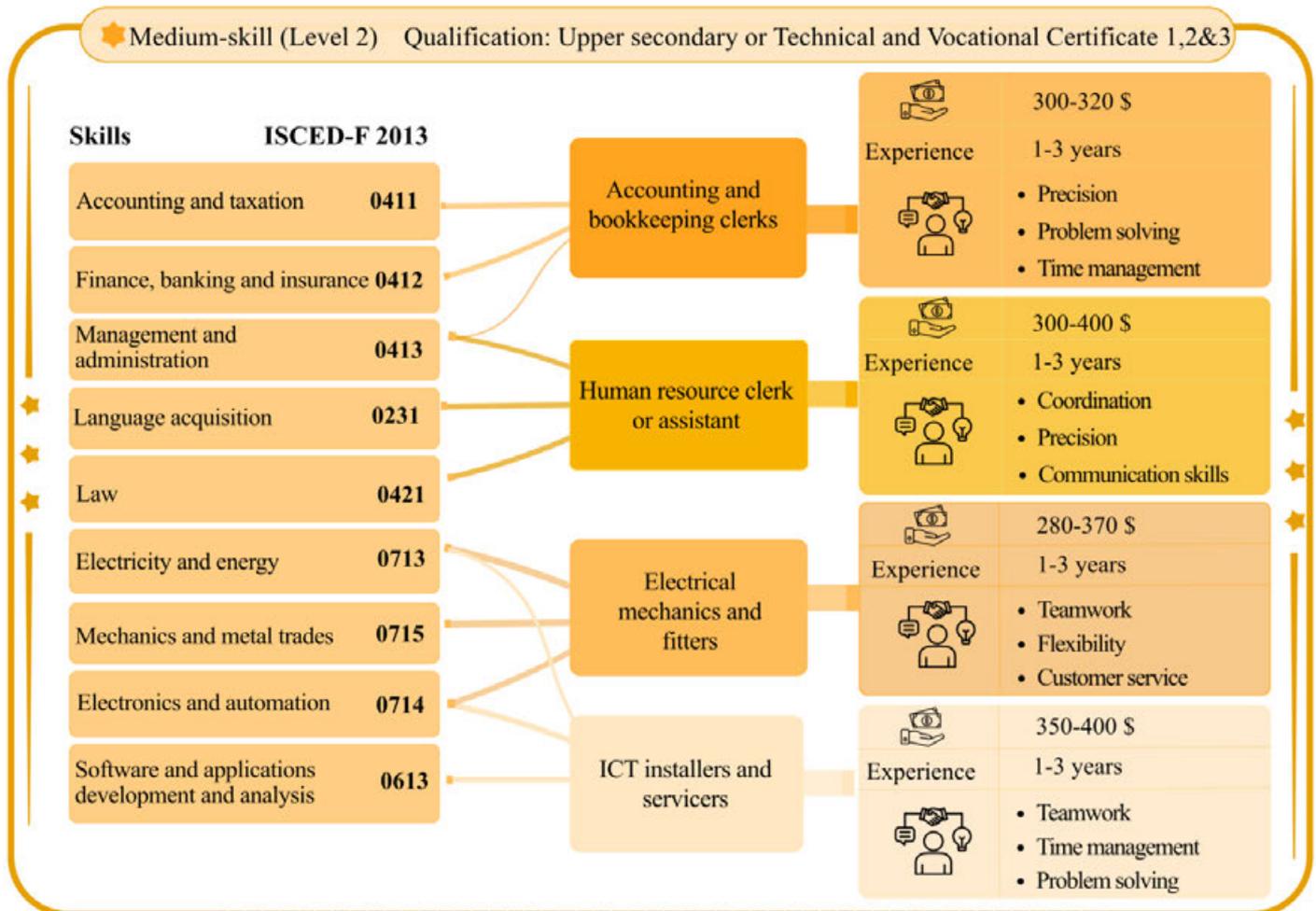
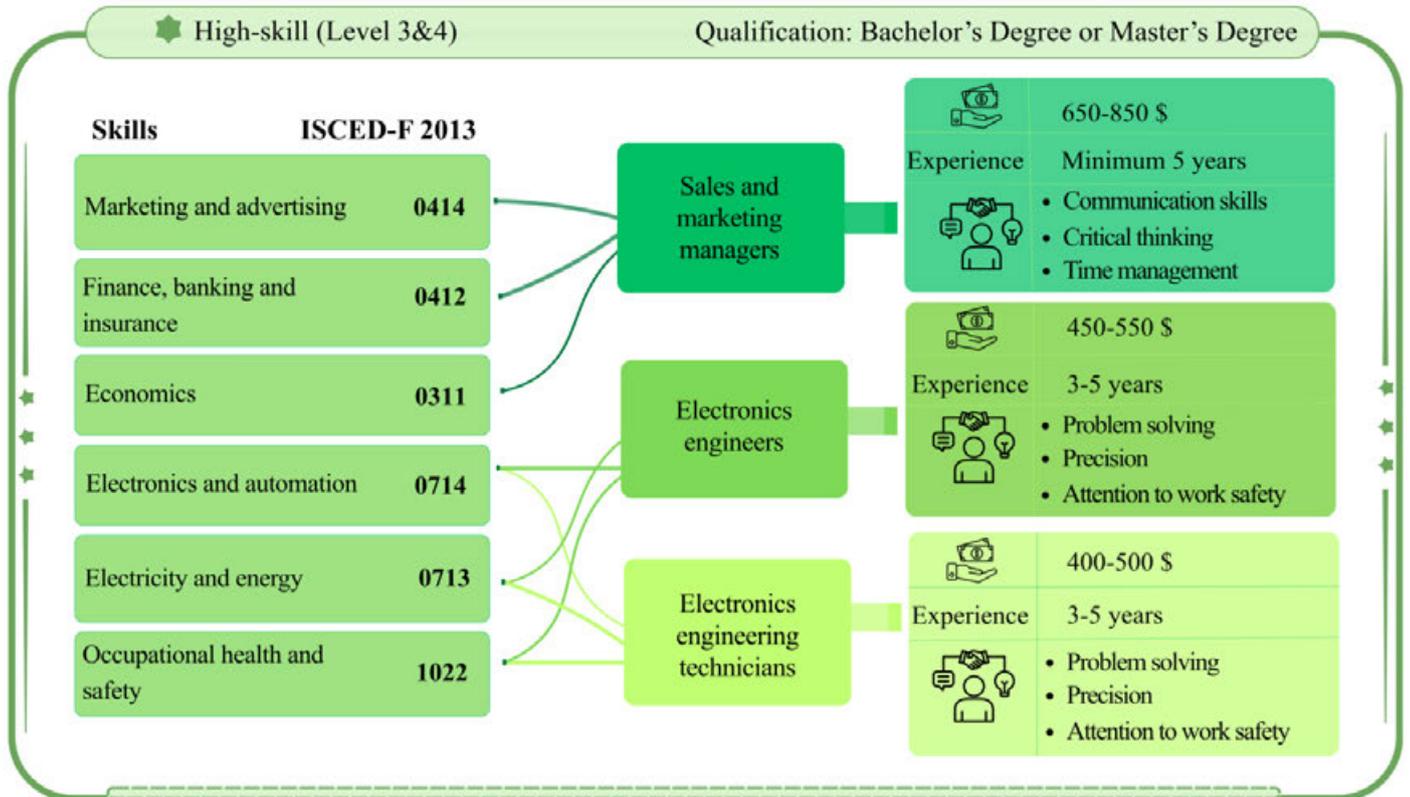


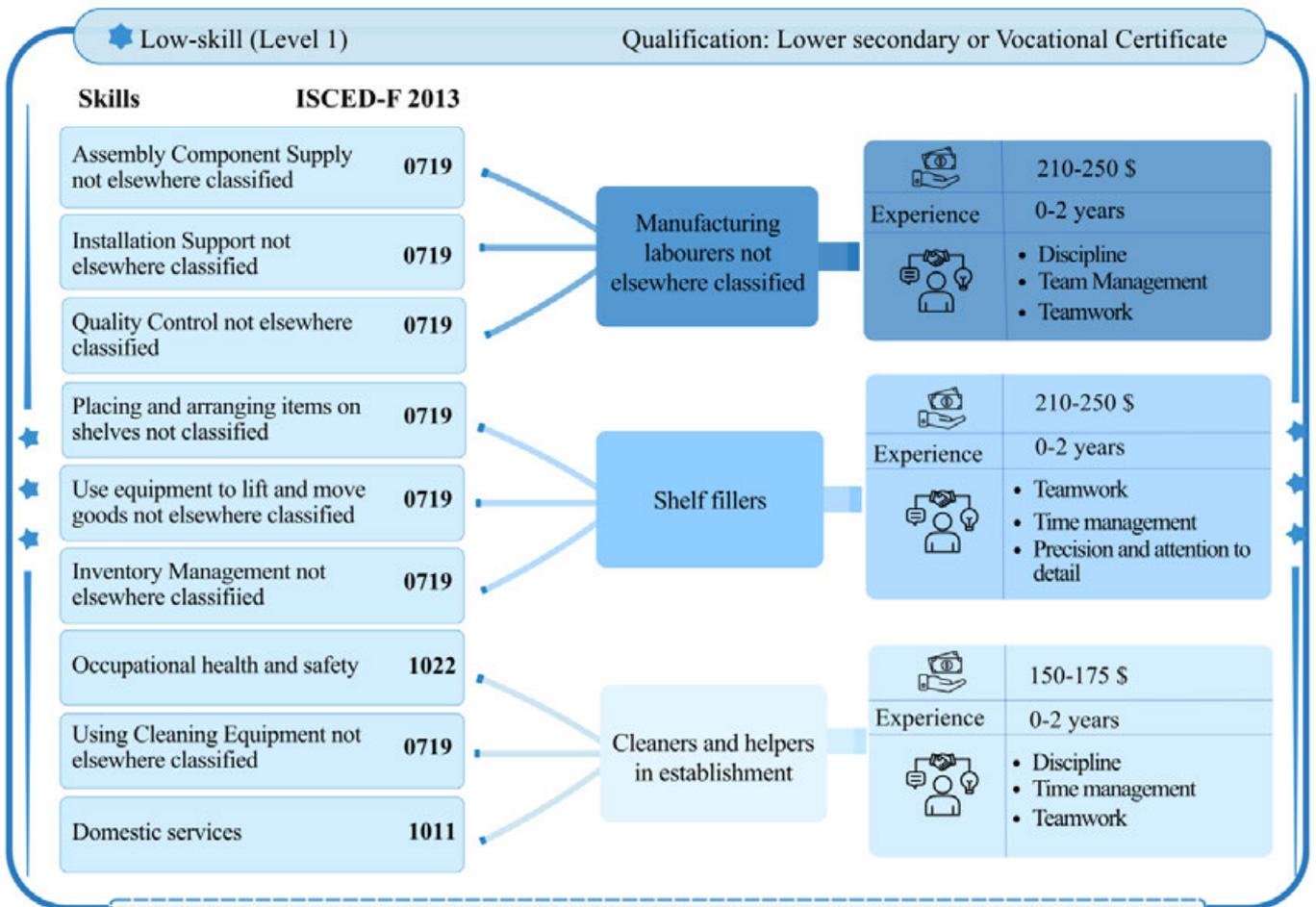


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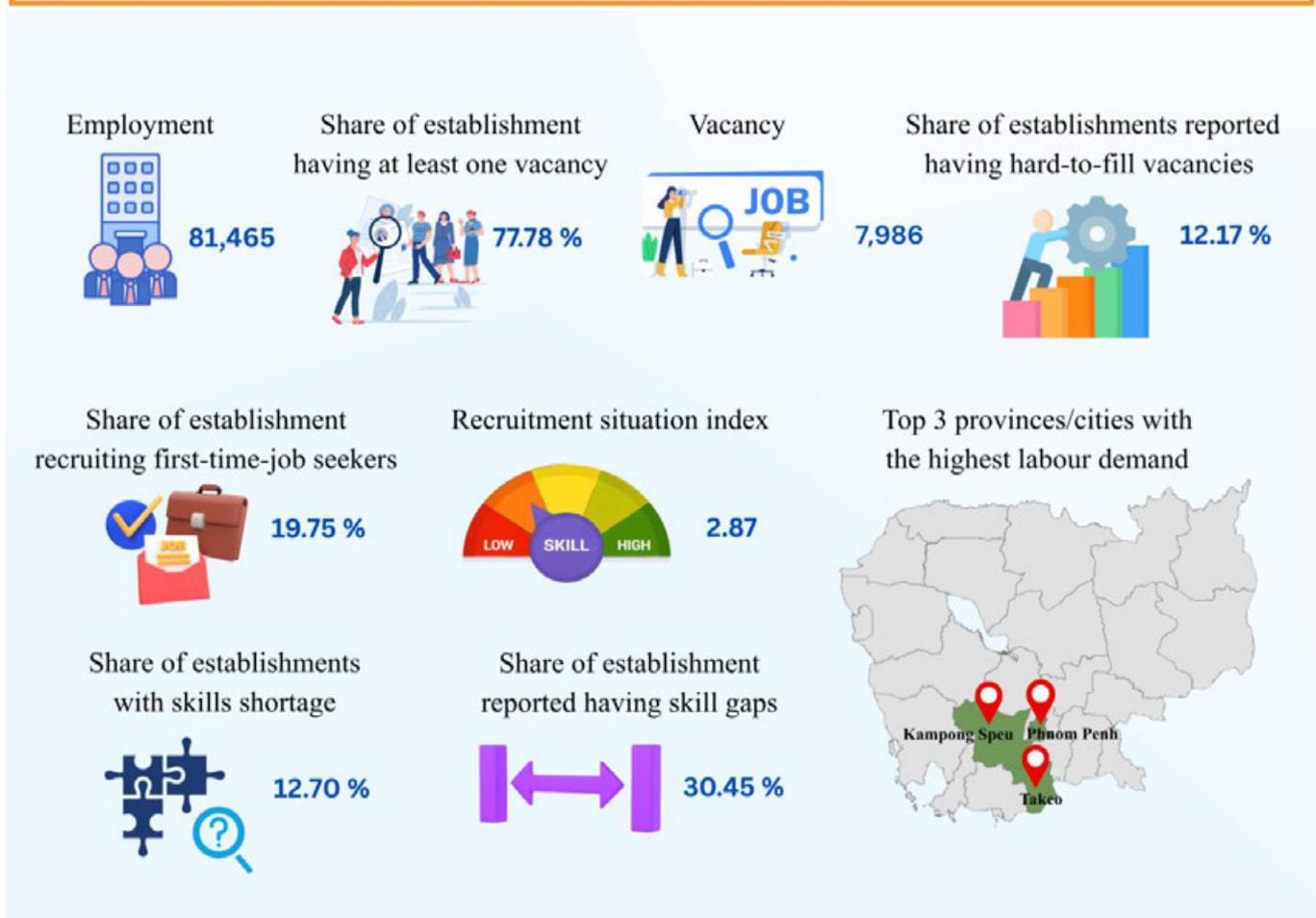


## Manufacturing of Electronic and Electrical Products

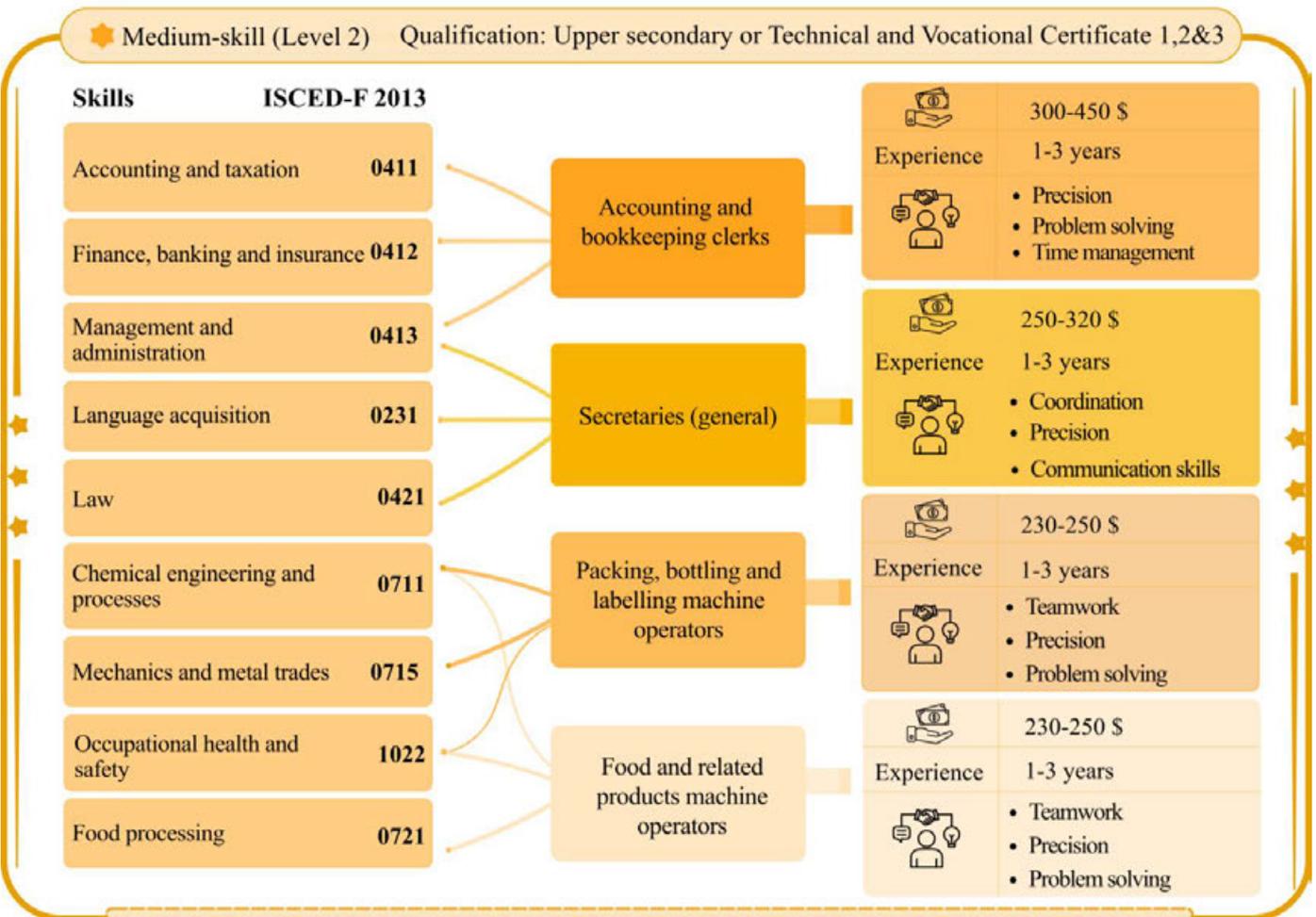
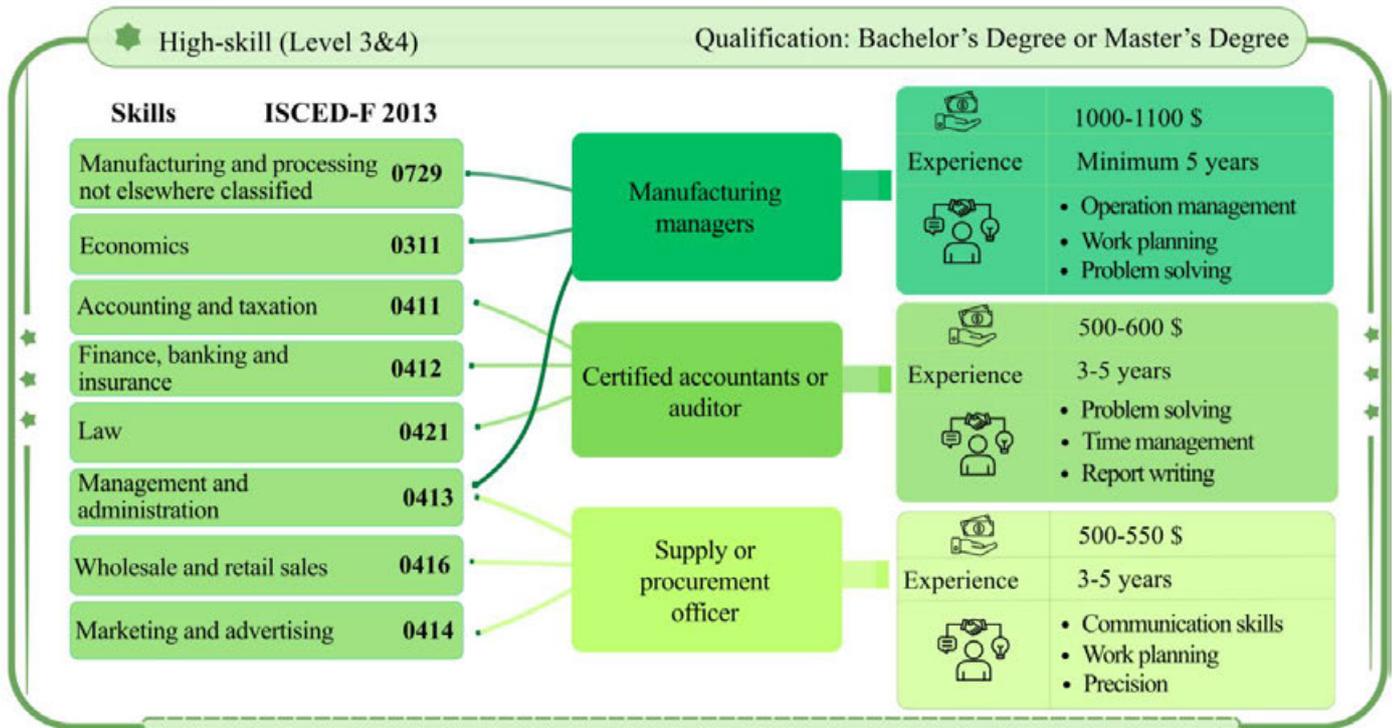


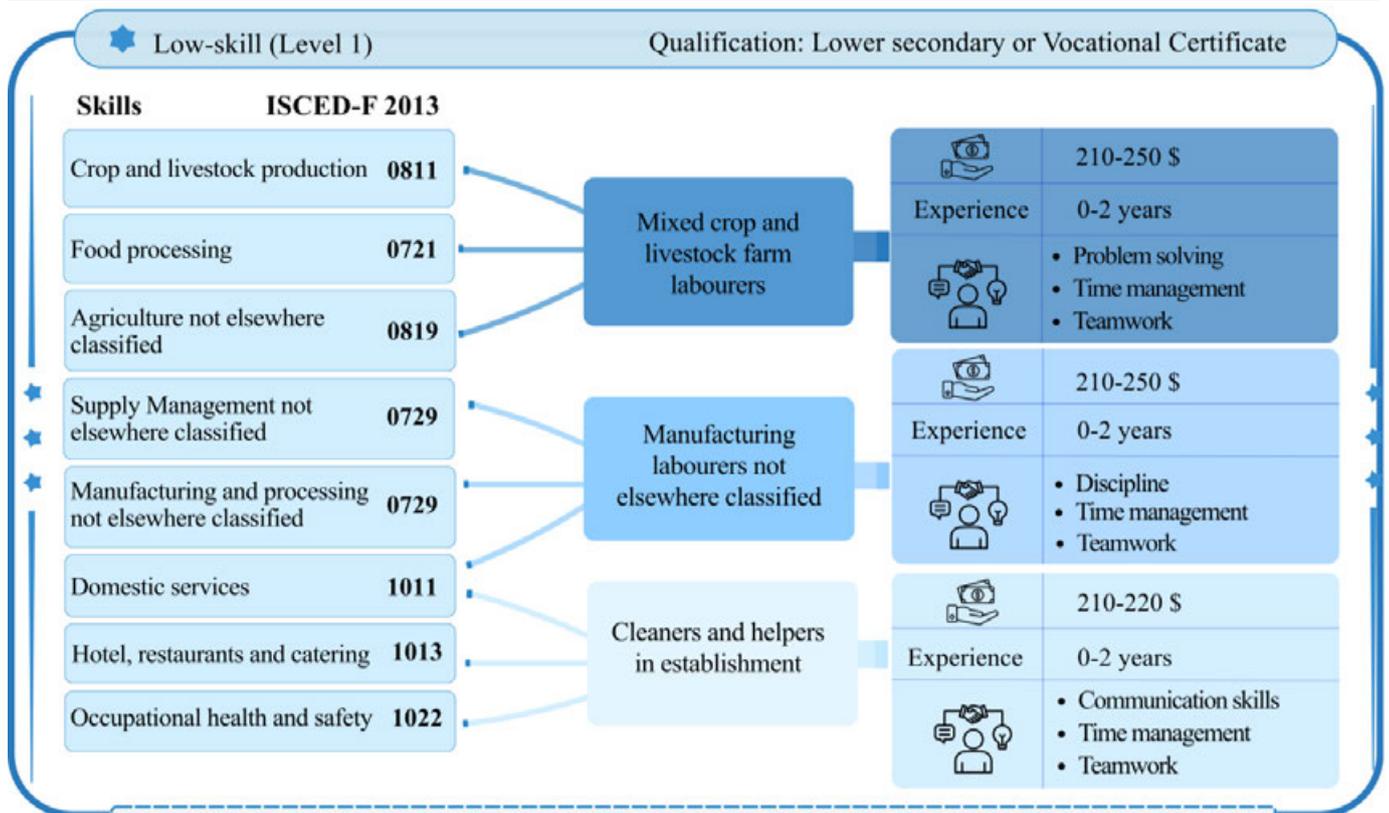


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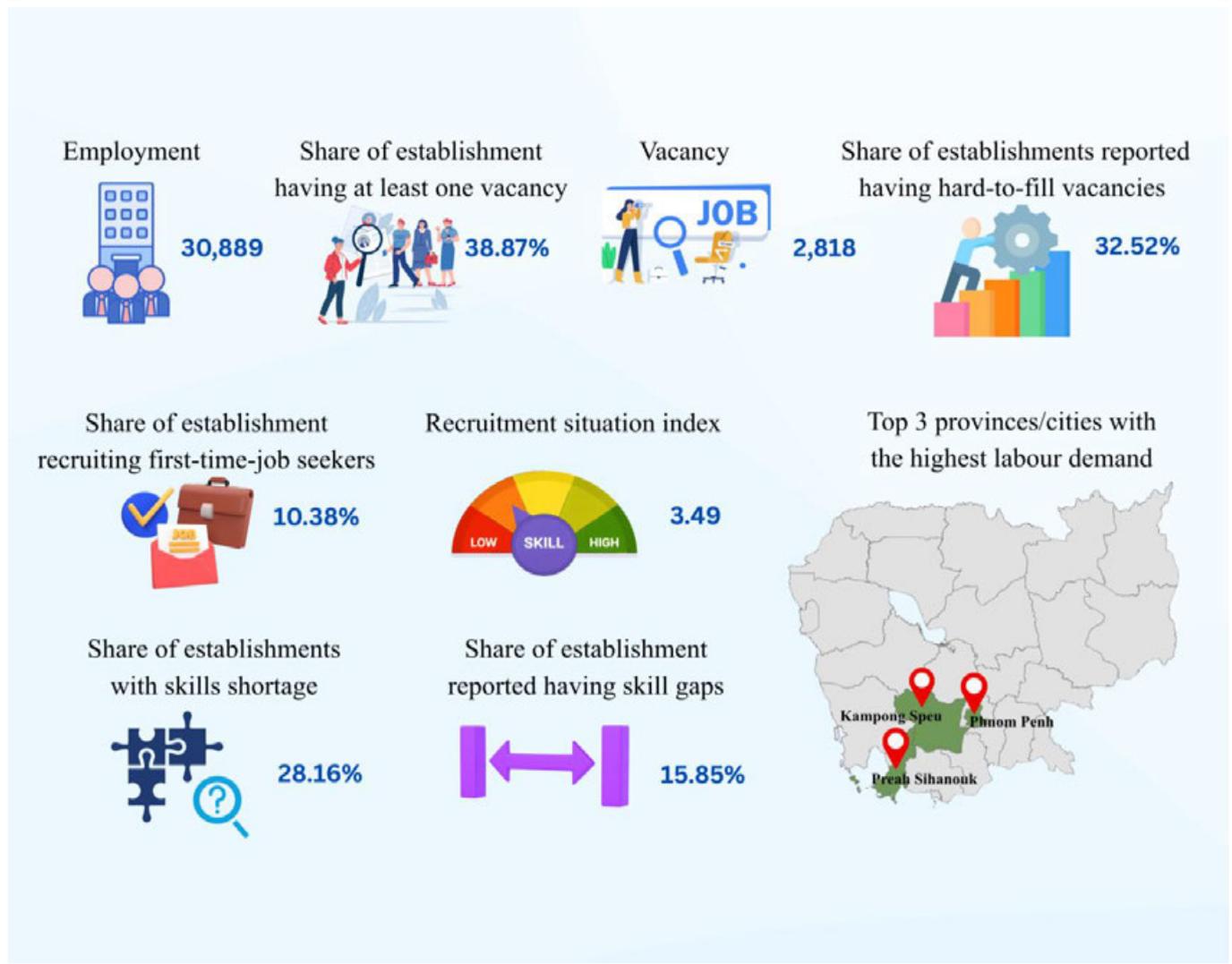


## Manufacturing of Food and Beverages

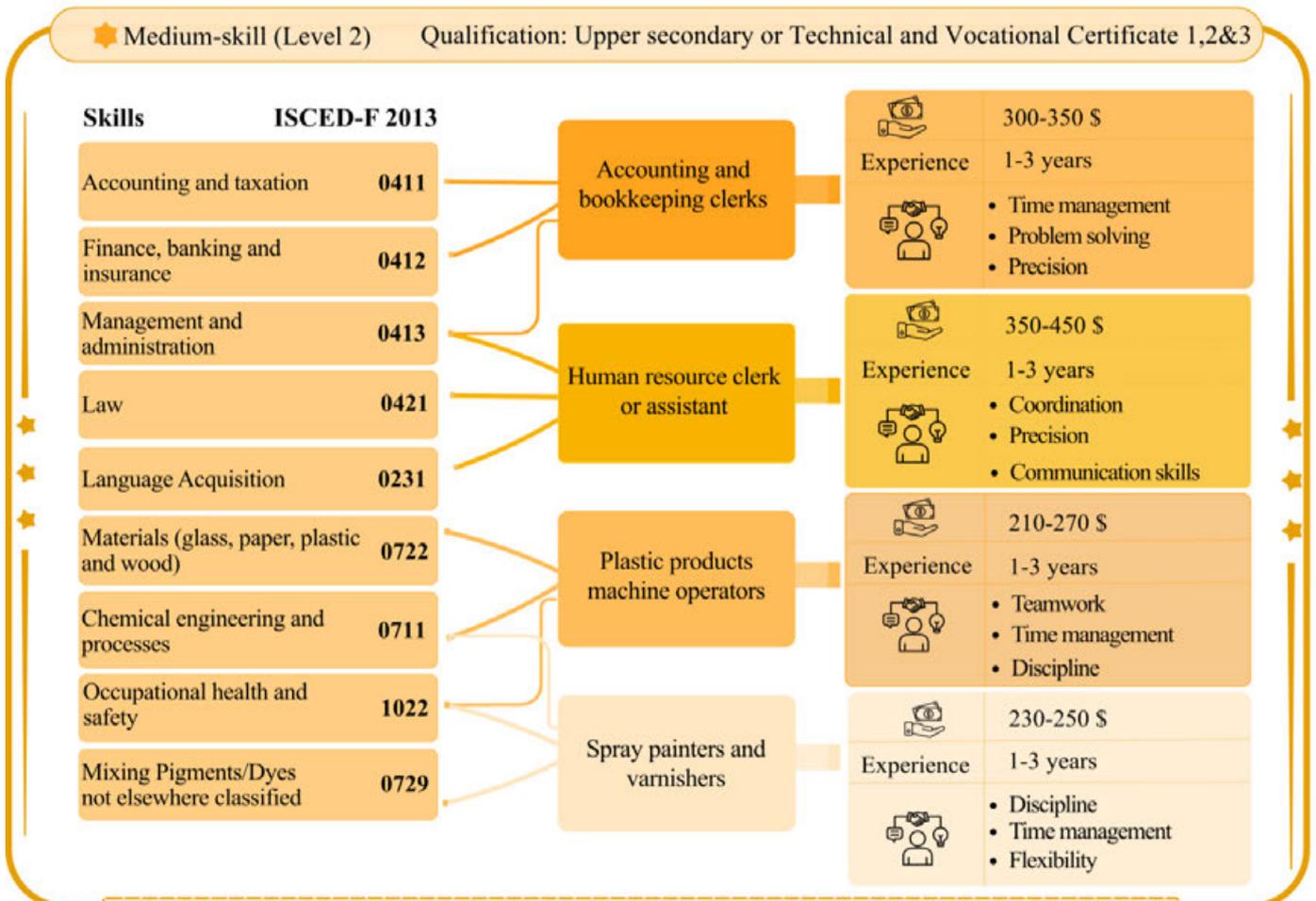
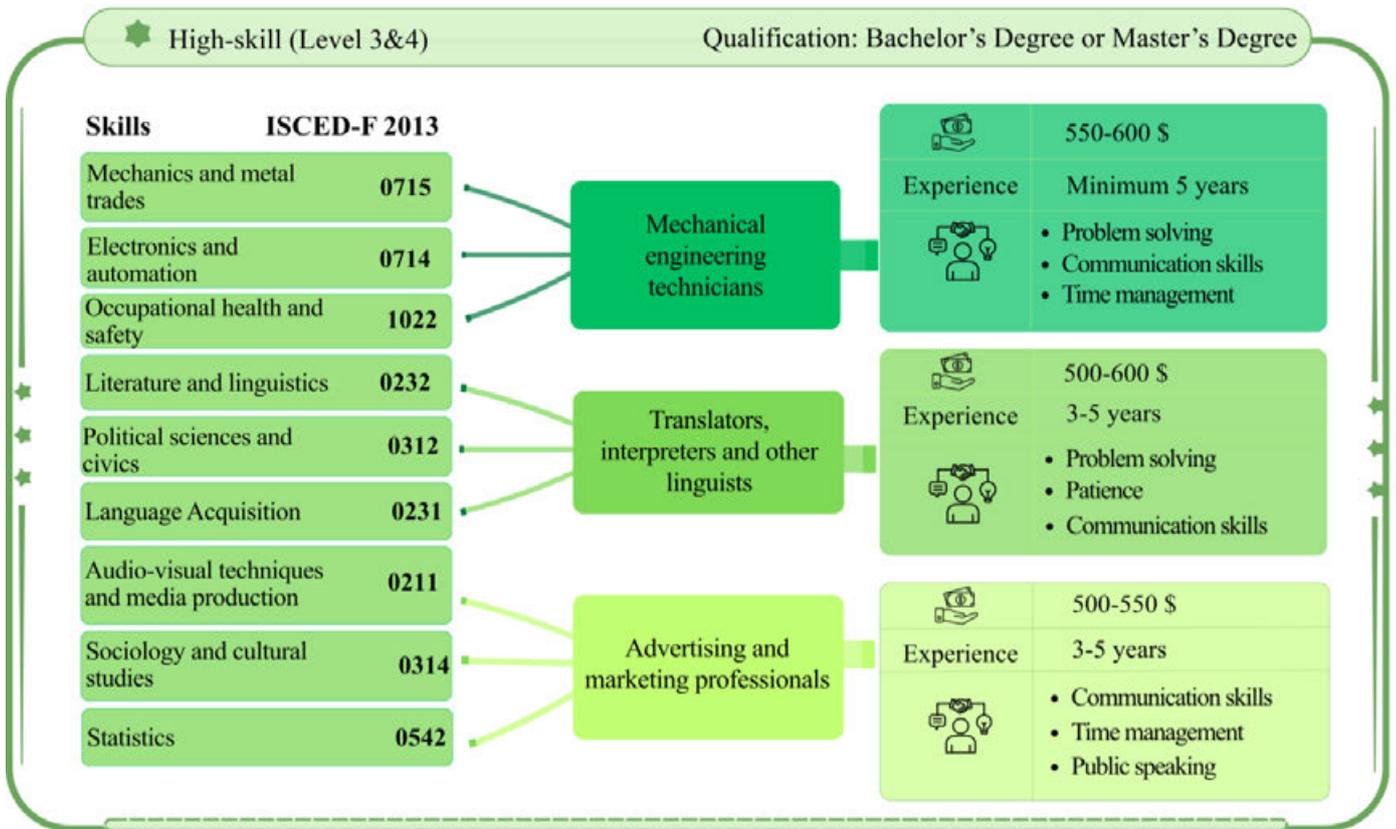


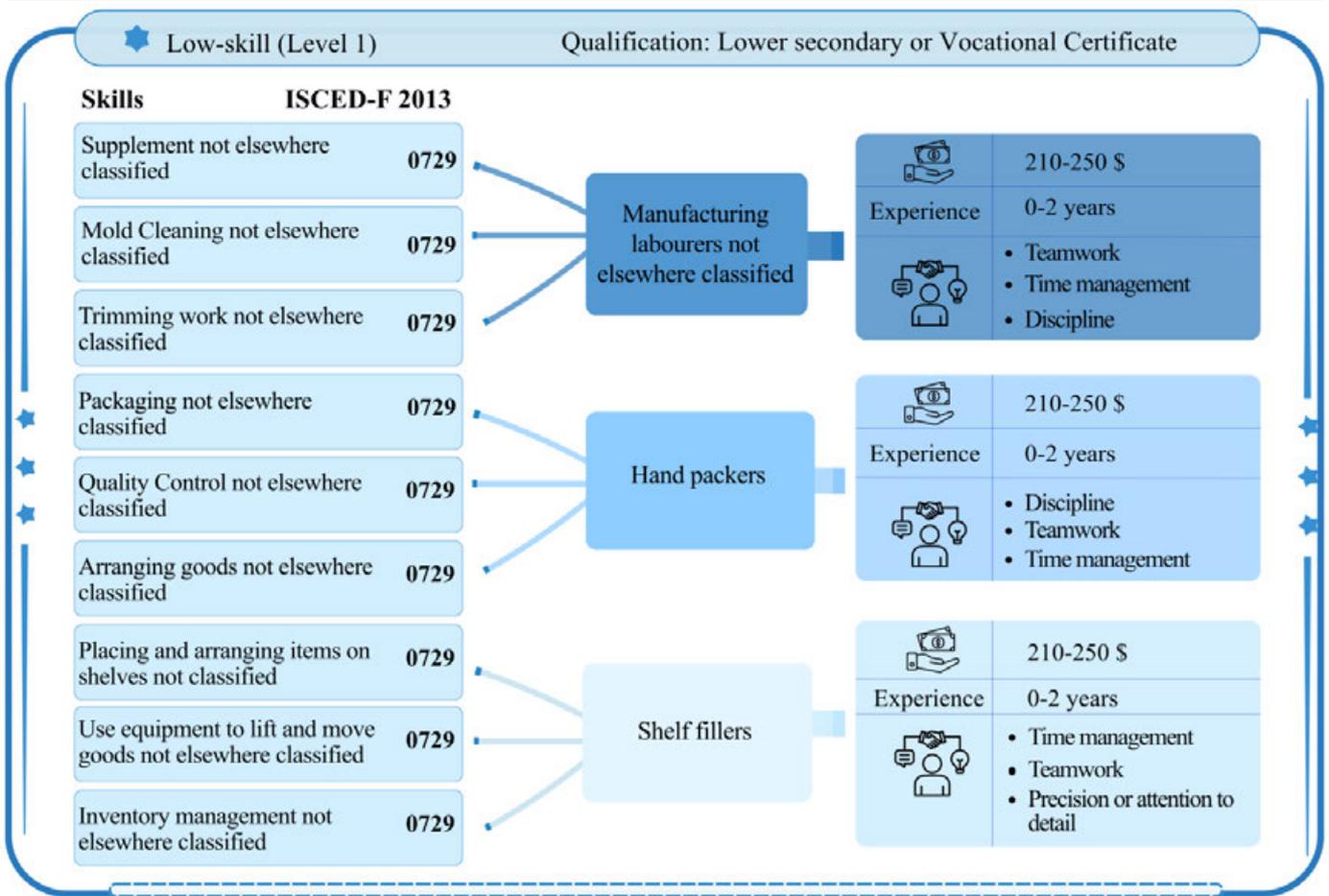


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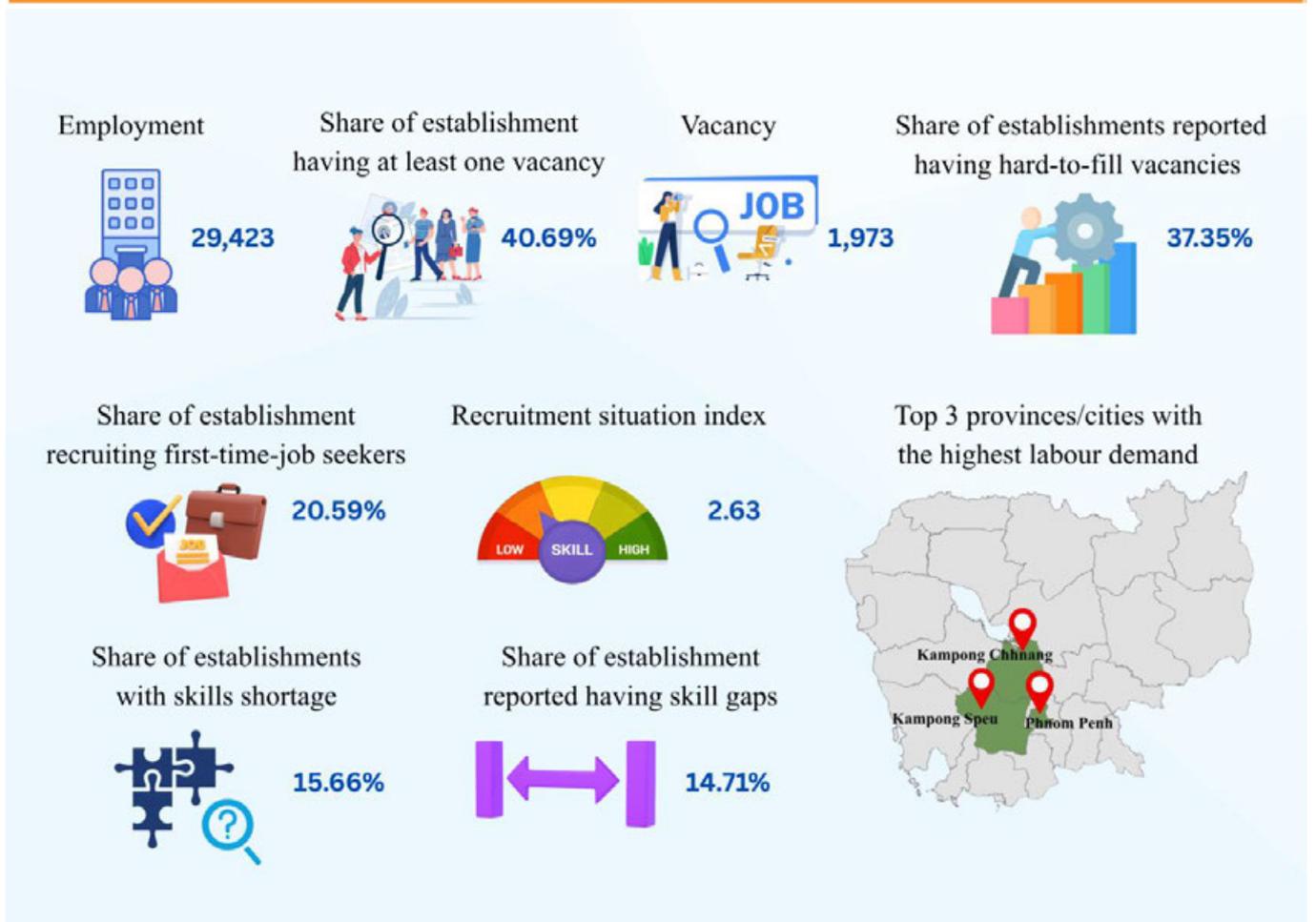


## Manufacturing of Rubber and Plastics

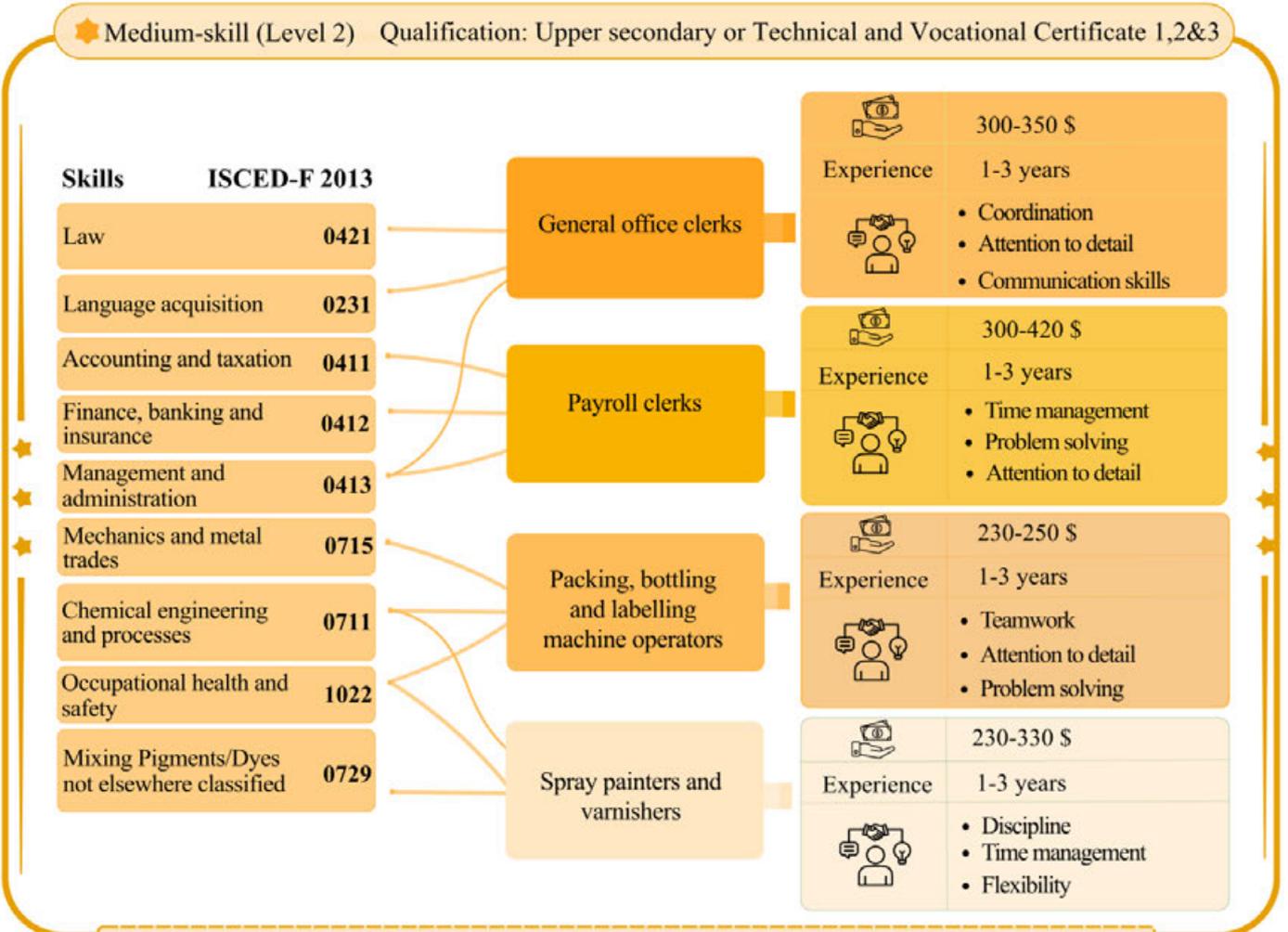
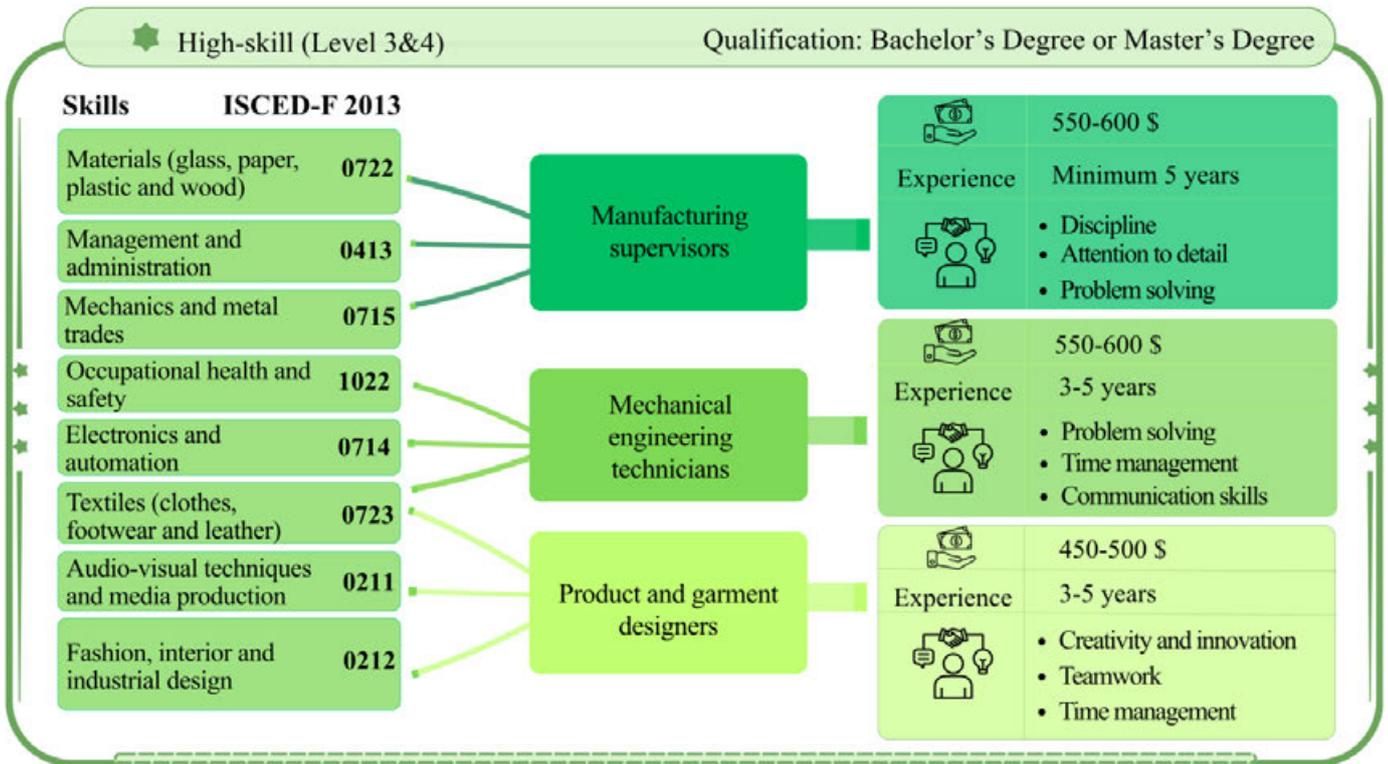


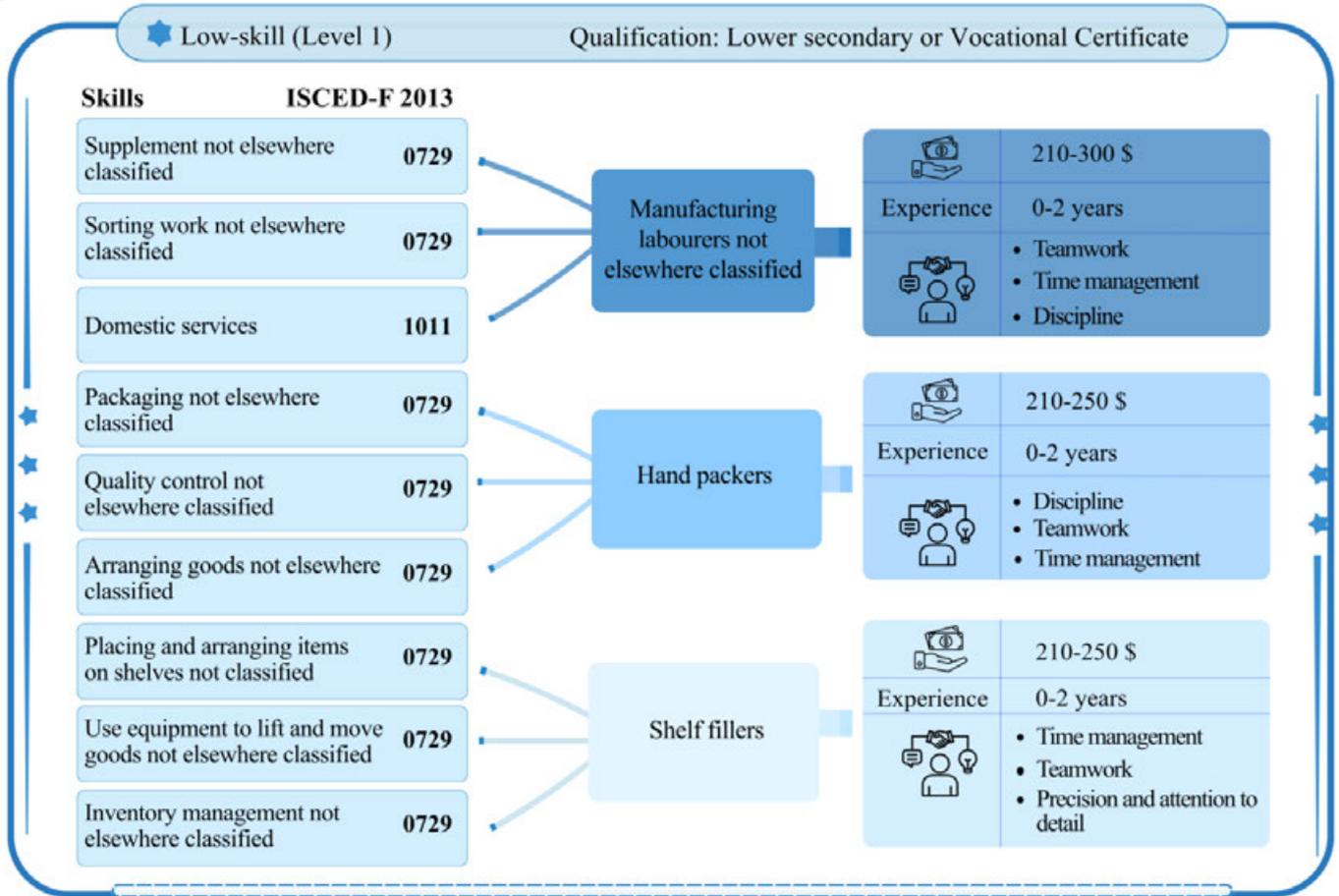


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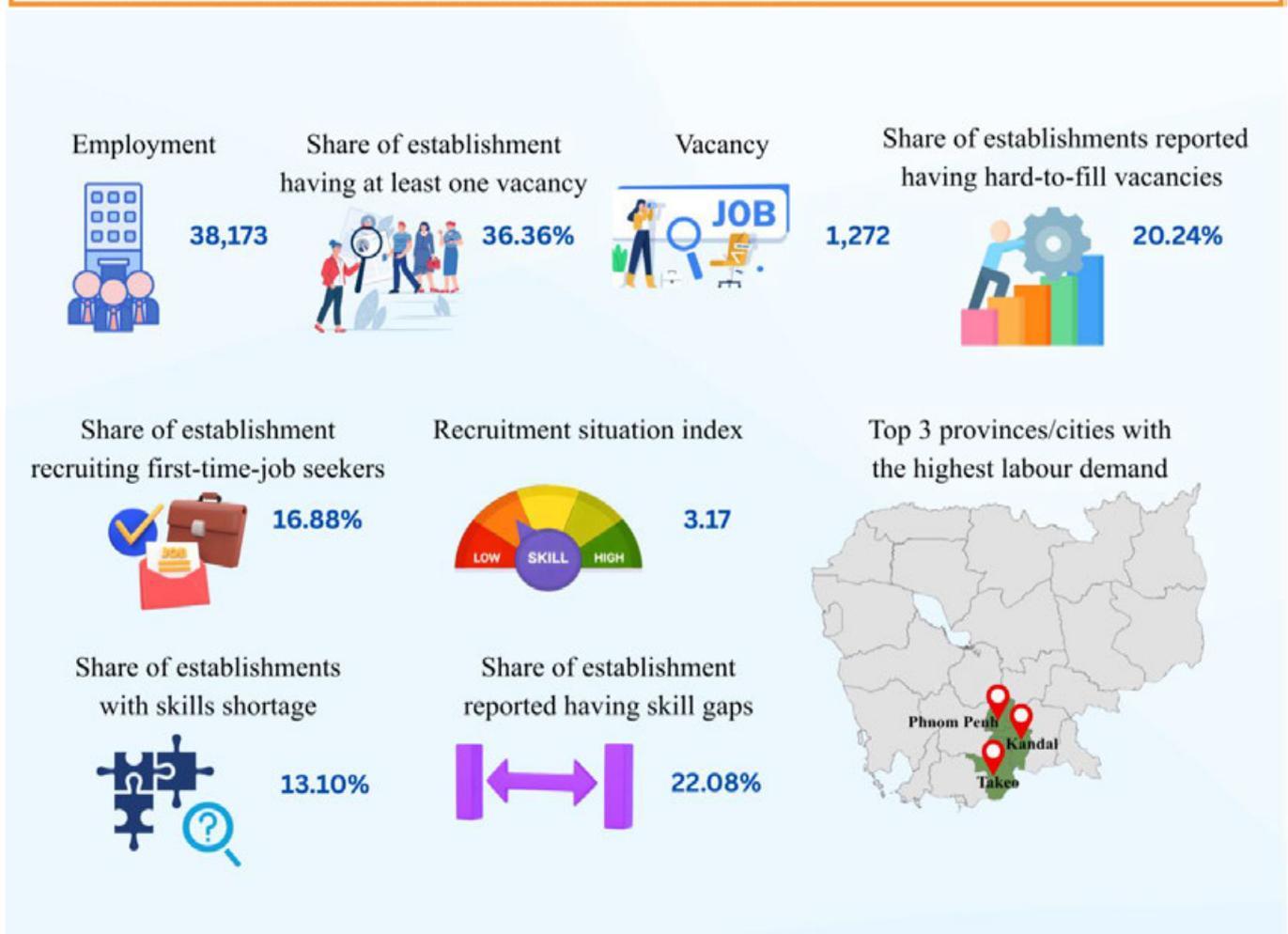


## Manufacturing of Wood and Paper Products

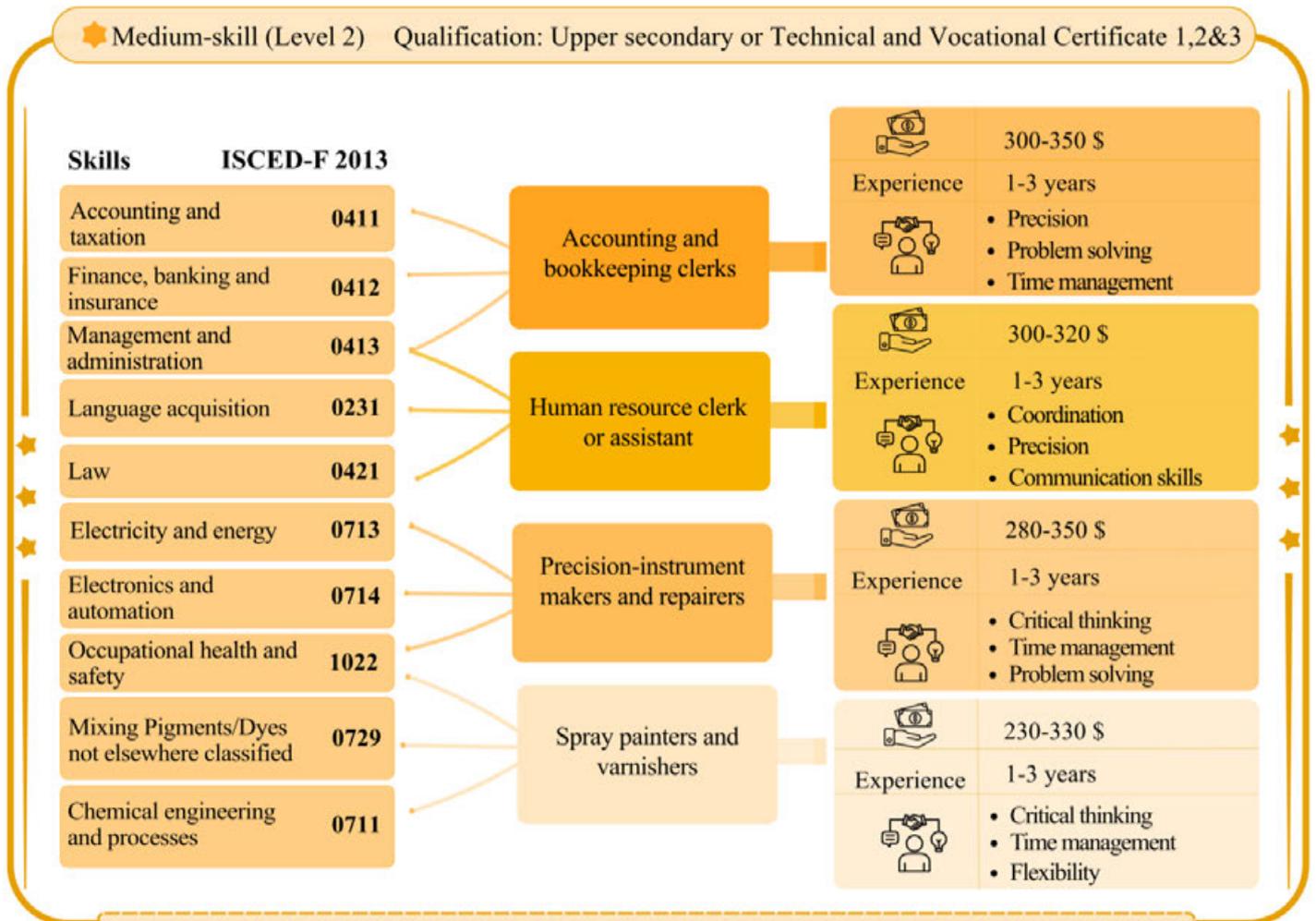
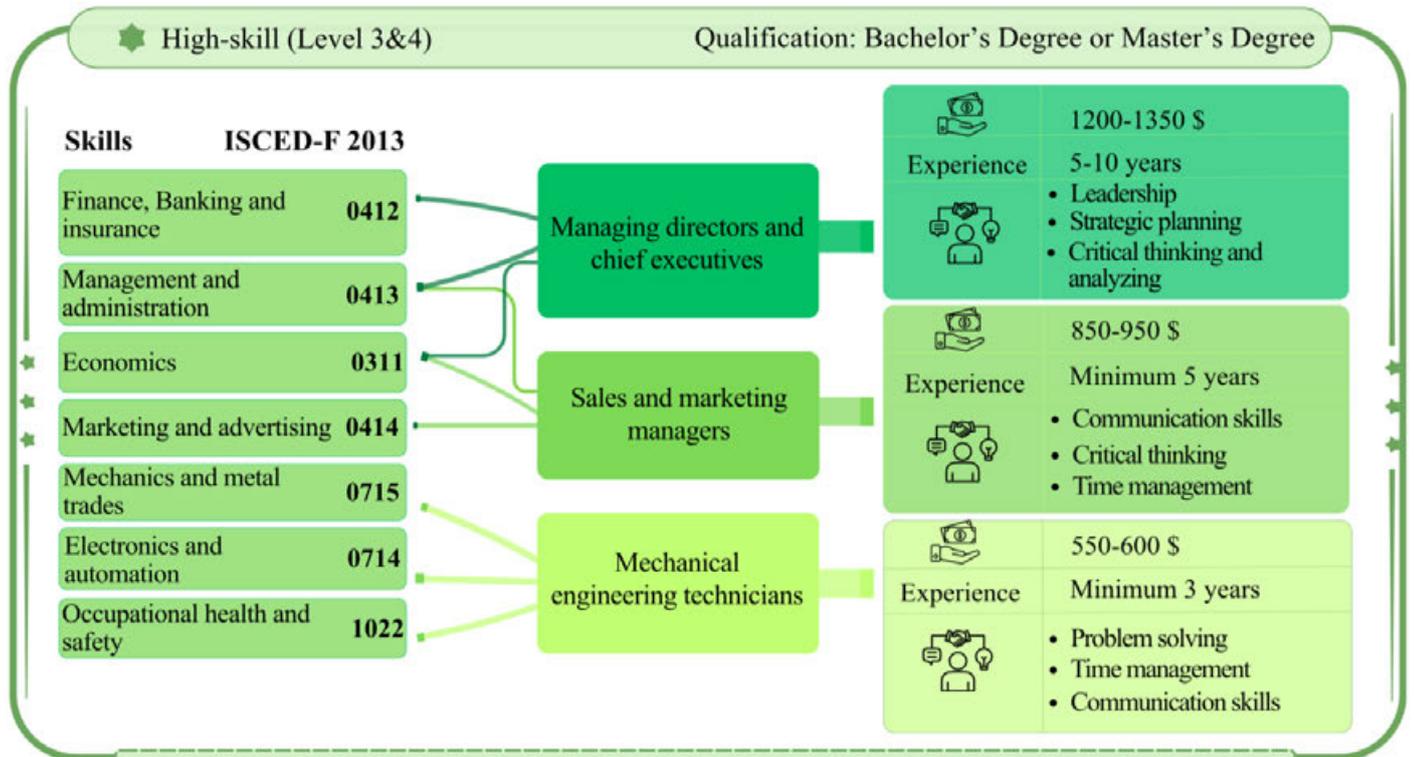


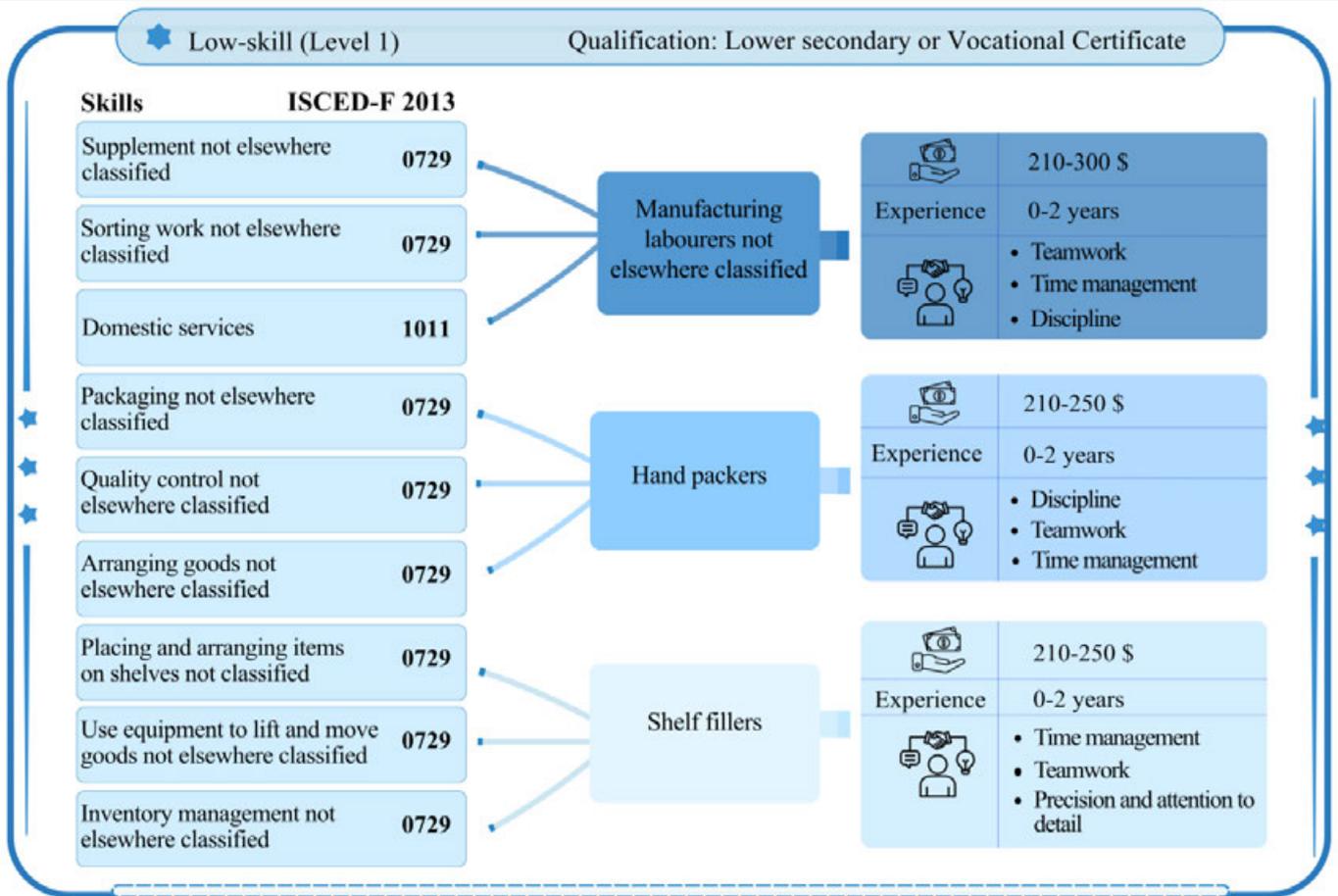


Note: "Skill" can be regarded as fields of study in this context (ISCED-F 2013)



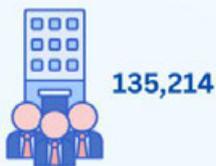
## Other Manufacturing





Note: "Skill" can be regarded as fields of study in this context (ISCED-F 2013)

Employment



Share of establishment having at least one vacancy



Vacancy



Share of establishments reported having hard-to-fill vacancies



Share of establishment recruiting first-time-job seekers



Recruitment situation index



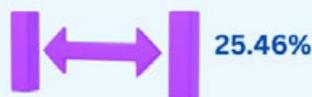
Top 3 provinces/cities with the highest labour demand



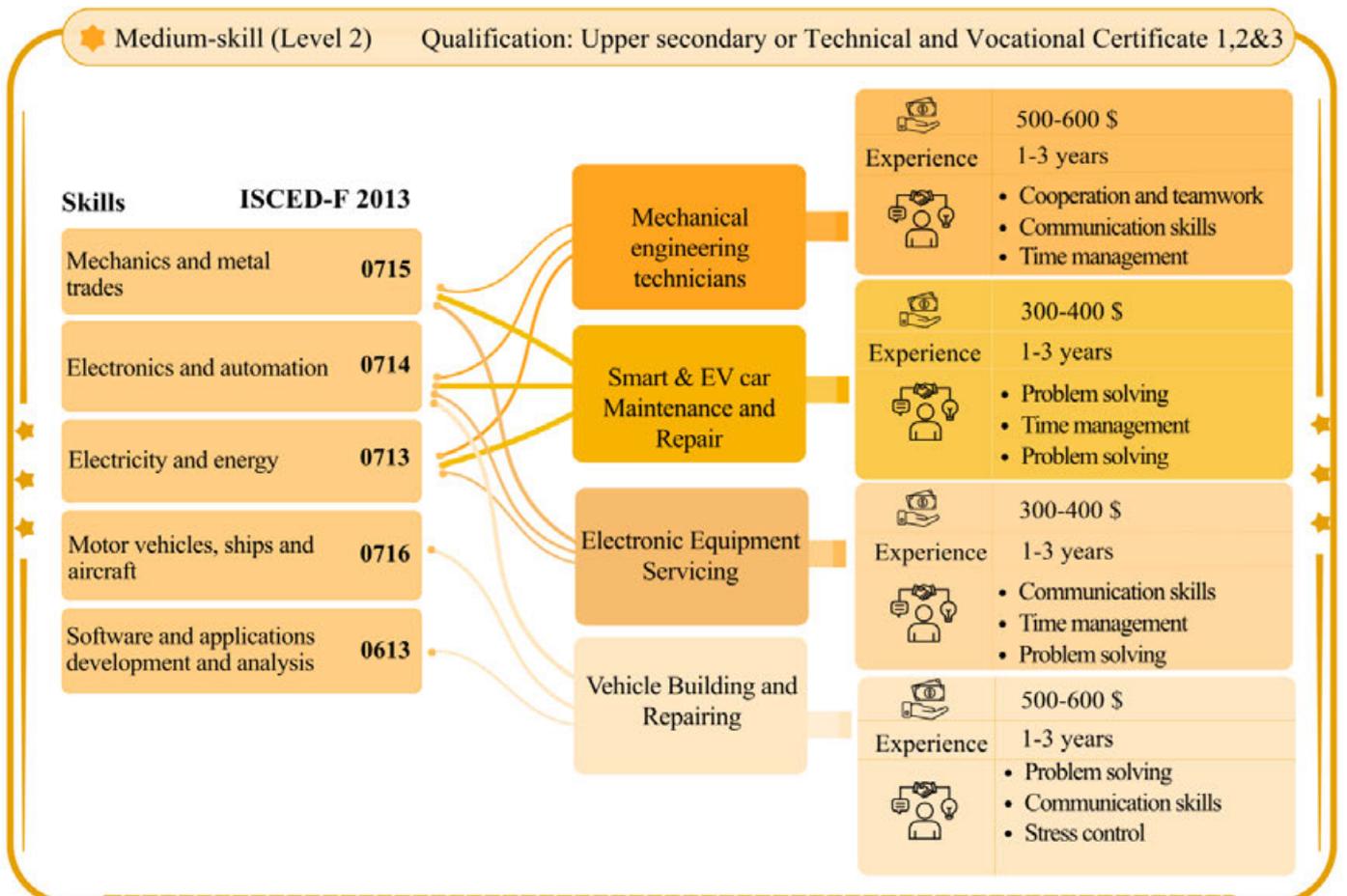
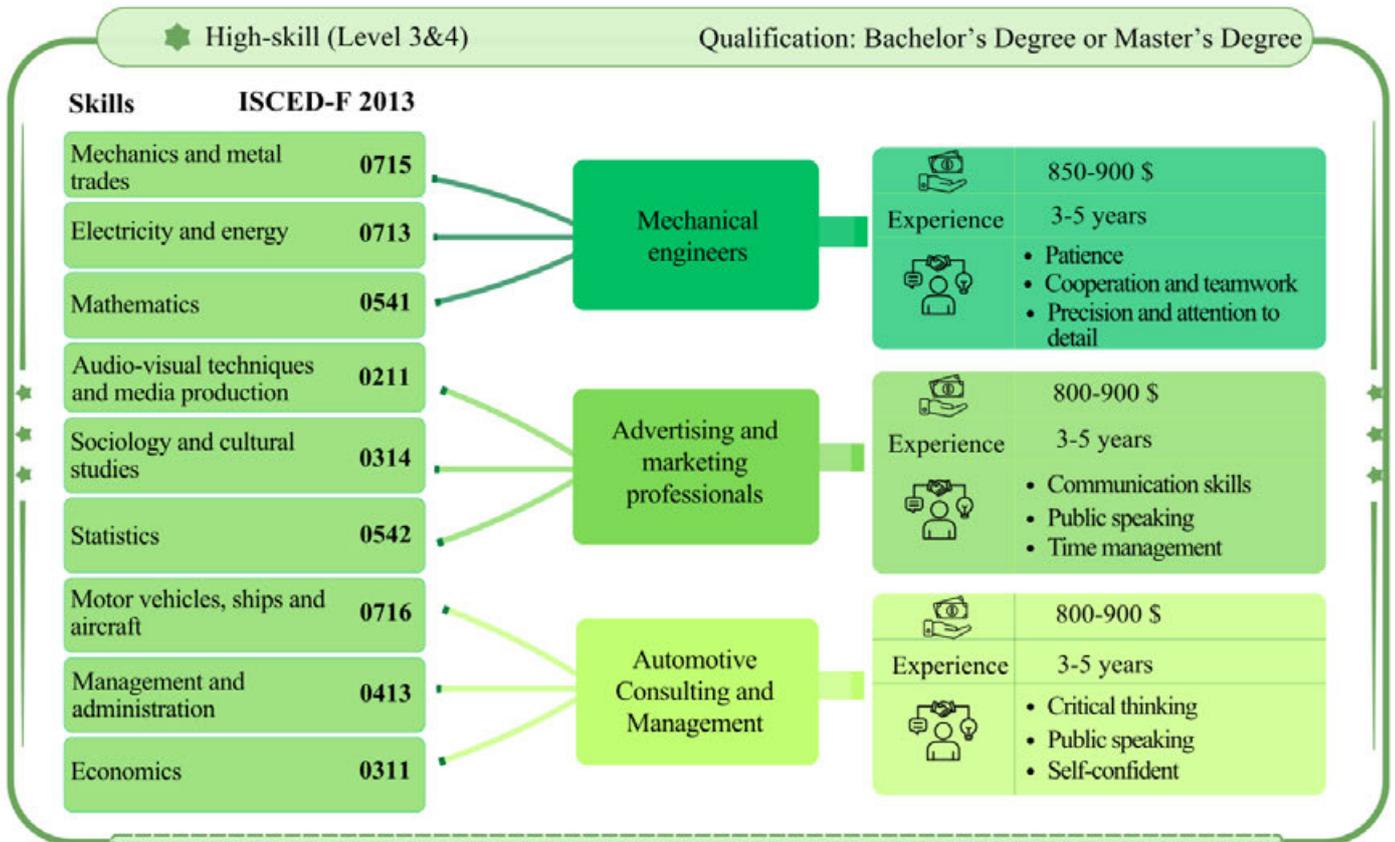
Share of establishments with skills shortage

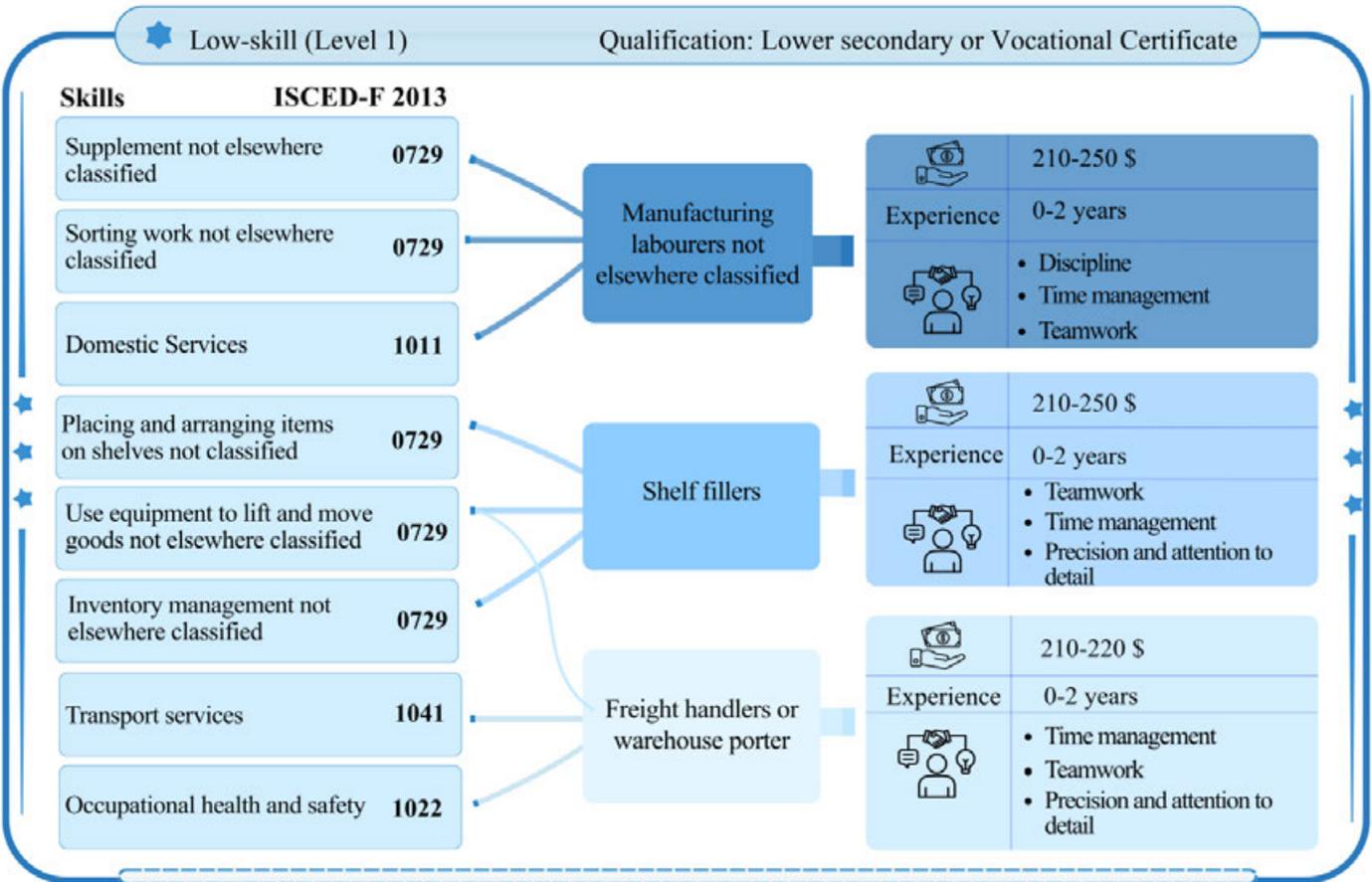


Share of establishment reported having skill gaps

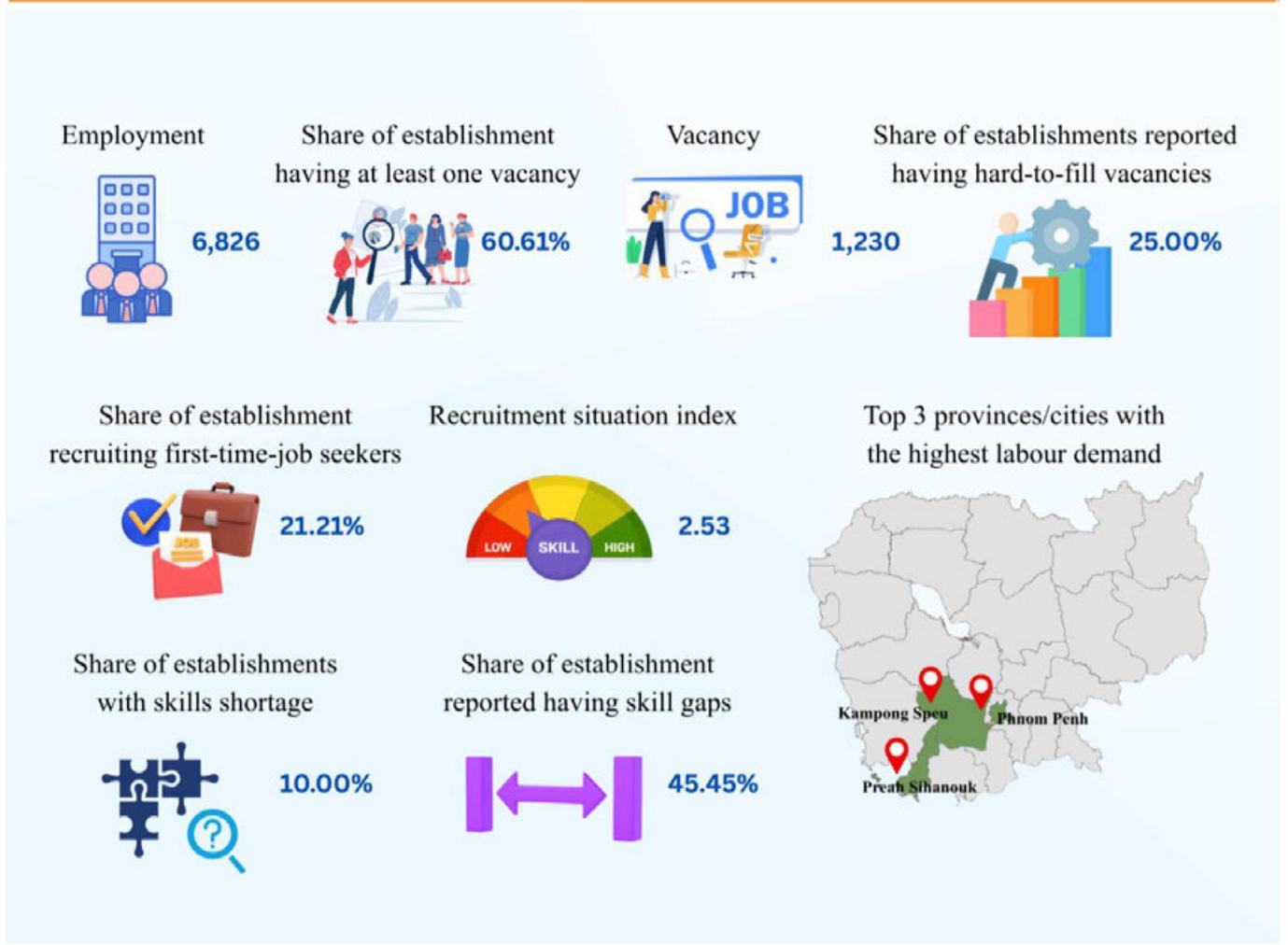


## Manufacturing of Automotive and Spare Parts





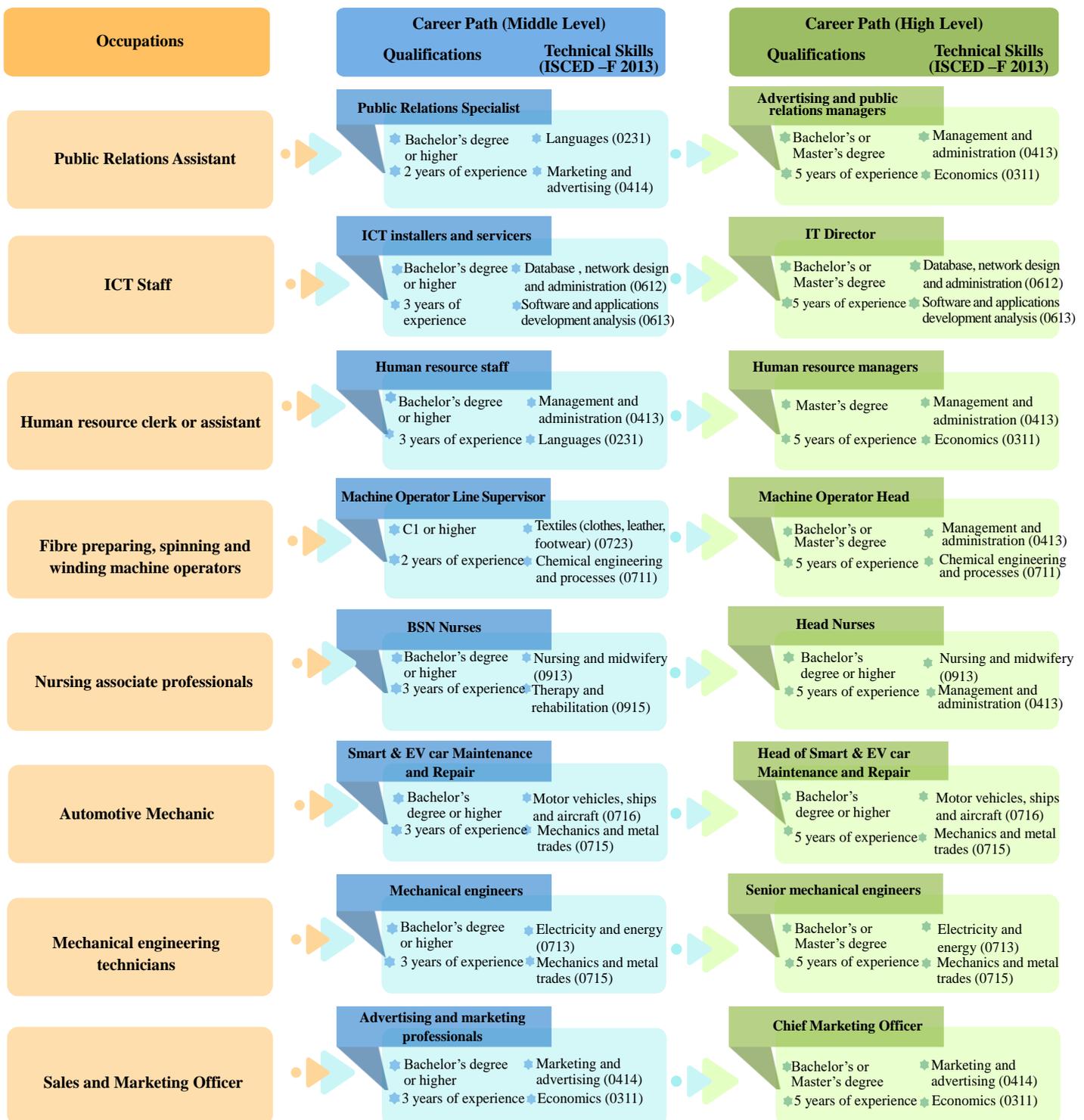
Note: "Skill" can be regarded as fields of study in this context (ISCED-F 2013)

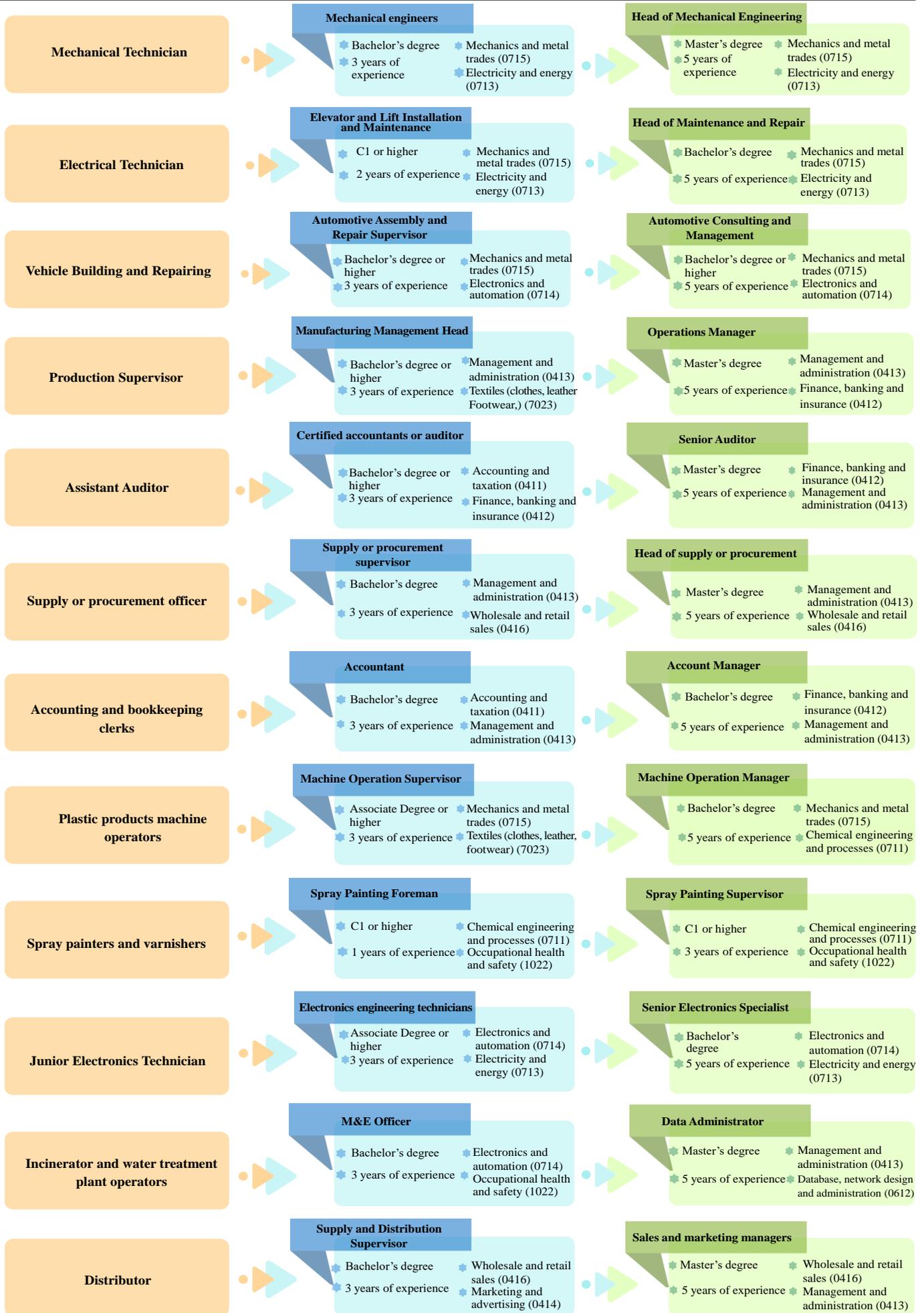


## Section 4. Career Pathways and Skills for High-Demand Occupations for Youths

A "Career Ladder" serves as a vital roadmap for youths and entry-level job seekers, providing a clear perspective on advancement opportunities through sequential levels based on qualifications, experience, and practical technical expertise. The table below outlines the career pathways for 20 priority occupations in high demand within the Cambodian labour market for the first half of 2026. This information serves as a valuable resource for employers, educational institutions, and young individuals to understand labour market trends and develop strategic career plans aligned with future economic developments.

**Table 1: Career Ladders for 20 High-Demand Occupations for Youths**





## Section 5. Harnessing Opportunities for Vocational Training, Career Counseling, and Health Care

### A. Opportunities for Career Counseling and Employment



# Strategies for finding Job opportunities and Job Sources



Some factors to consider when selecting the most suitable job for job seekers include:

1. Identifying what you like and dislike about a job
2. Understanding your goals, ambitions, values, and capabilities
3. A suitable job can be assessed based on 10 aspects, including:  
Occupation, industry sector, company, career path, organizational structure, working hours, commuting requirements, work environment, job location, and benefits.

### Sources of job opportunities include

- Personal networks such as friends, family members, relatives, alumni (classmates, juniors, and seniors), former teachers, former coworkers, and supervisors.
- Educational institutions (notice boards, job fairs, programs, and company presentations)
- The internet (researching job positions, company names, company websites, and various social media platforms of active companies) and email.
- Job centers (weekly and monthly job forums, local job forums, and information provided by career advisors)
- Job forums, provincial job fairs, and the annual national employment and production fair
- Job Websites and Social Media Platforms (NEA, BongThom, CamHR, HR Inc., etc.) and social media platforms for jobs (LinkedIn, Facebook, Telegram, Job Market)
- Private recruitment agencies



[www.nea.gov.kh](http://www.nea.gov.kh)





# ទីភ្នាក់ងារជាតិស្វែងរកការងារ និងការងារ National Employment Agency

## Locations of Job Centers of the National Employment Agency (NEA) across the Capital and Provinces



-  **JC- Phnom Penh**  
023 633 6002 / 016 786 655
-  **JC- Siem Reap**  
063 210 277 / 016 536 655
-  **JC- Battambang**  
053 733 111 / 016 926 655
-  **JC- Kampong Cham**  
042 210 277 / 016 656 655
-  **JC- Kampong Thom**  
062 210 277 / 016 836 655
-  **JC- Sihanoukville**  
081 856 655
-  **JC- Takeo**  
016 676 655
-  **JC- Pursat**  
052 740 277 / 010 706 655
-  **JC- Kampot**  
033 210 277 / 016 506 655
-  **JC- Banteay Meanchey**  
054 210 277 / 016 326 655
-  **JC- Prey Veng**  
043 210 277 / 081 786 655
-  **JC- Steung Treng**  
010 746 655
-  **JC- Svay Rieng**  
044 715 277 / 010 746 655
-  **JC- Koh Kong**  
010 236 655

### Mobile Job Center



Ministry of Labour and Vocational Training

### Job Service Offices at Aeon Mall branches

- ☎ **AEON1- 010 68 66 55**
- ☎ **AEON2- 069 31 66 55**
- ☎ **AEON3- 069 21 66 55**

## CAREER CORNER

### Career Corner, Kandal

 Building 23, National Road 2, Daem Mean Village, Sangkat Daem Mean, Krong Ta Khmau, Kandal Province. ☎ **087 72 66 55**

### Career Corner, Kampong Cham

 Ta Neng Village, Sangkat Sambuor Meas, Krong Kampong Cham, Kampong Cham Province. ☎ **069 42 66 55**

### Career Corner, Kampong Speu

 National Road 4 (near Kilometer 44), Tropeang Leu Village, Sangkat Chbar Mon, Krong Chbar Mon, Kampong Speu Province. ☎ **087 67 66 55**

### Career Corner, Kampong Thom

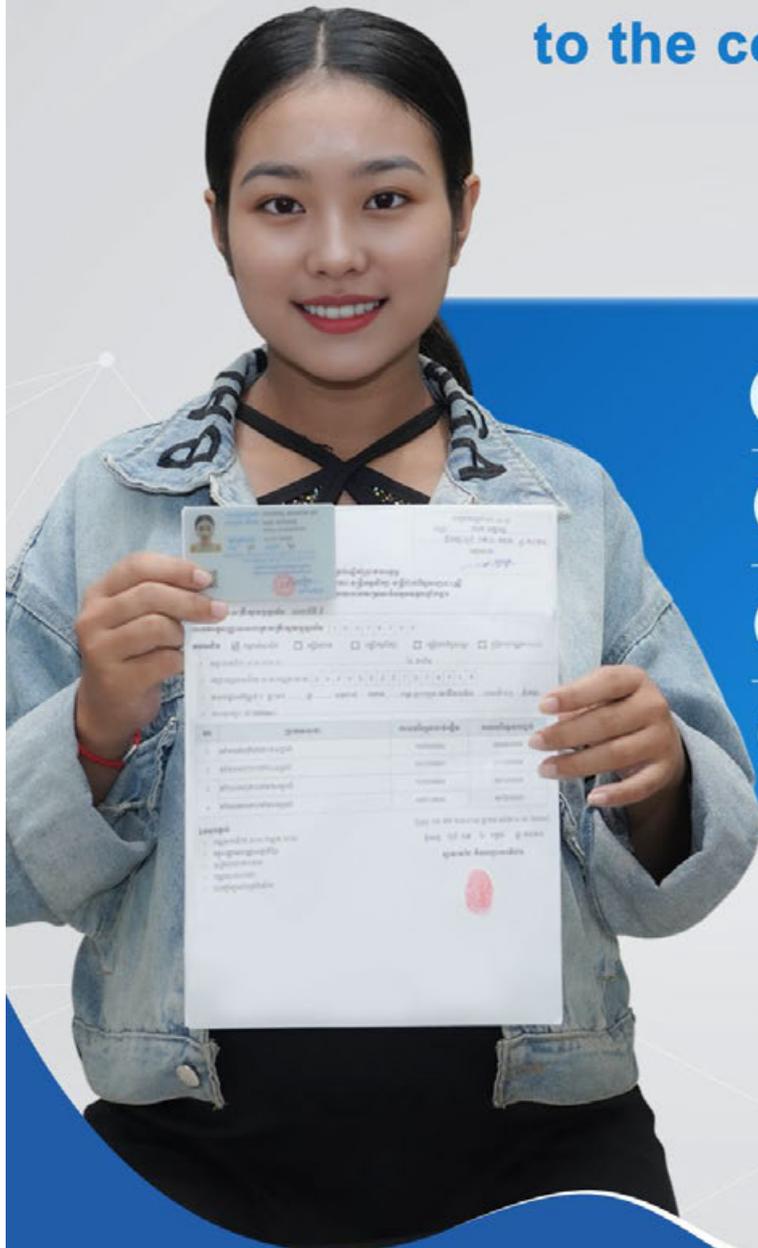
 Street 102, Kampong Krapav Village, Sangkat Kampong Krapav, Krong Stueng Saen, Kampong Thom Province ☎ **069 92 66 55**

### Career Corner, Battambang

 Street Pothivong, Prek Maha Tep Village, Sangkat Svay Po, Krong Battambang Battambang Province. ☎ **093 82 66 55**

**B. National Social Security Fund benefits**

# Required documents to apply for the government subsidy prior to the confinement



-  NSSF membership card
-  Khmer identity card
-  ACLEDA bank account
-  Maternal health handbook



**NSSF MEMBER APP  
DOWNLOAD NOW!**



**HOTLINE**  
**1286**  
24Hours/7Days

# Pay contribution to NSSF from **the 1st to the 15th day** of the month



Hold the NSSF Membership Card,  
You are Insured at Any Time!

Hotline  
 **1286**  
24Hours/7Days

### C. Opportunities for Free Training and Decent Wages

#### GRADE A STUDENT TAKE UP TVET SKILLS IN LIGHT OF THE GROWTH OF DIGITAL TECHNOLOGY AND INNOVATION IN CAMBODIA'S INDUSTRY



*Mr. Soeun Vanny and Ms. Srey Nyraksa, who received an A grade and are studying electronics at the National Polytechnic Institute of Cambodia (NPIC), believe that Cambodia is moving towards Digital Technology and Innovation, which requires many Technicians and Engineers in the industrial sector, and they want to see and create more enterprises and factories in this sector in Cambodia.*

*Mr. Say Bunhong, who received an A grade, is studying Mechanical Engineering at the National Polytechnic Institute of Cambodia (NPIC). He has loved technical skills since childhood and wants to be a great engineer. He has observed that the engineering sector in Cambodia has not yet developed, especially the number of Cambodian Mechanical Engineers who cannot meet the needs of the job market, which requires youth to turn to studying this technical skill.*



#### TVET PROGRAM HELPED ME ACHIEVE MY DREAM!

*“Before I knew about TVET, I wanted to run a bakery, and own business in the future”*



*Ms. Khon Sapanha lives in Phnom Penh. She is studying pastry at the National Polytechnic Institute of Cambodia (NPIC).*

*I have achieved my goal in opening a bakery, coffee shop, and other drinks. I really love it after studying pastry at TVET. I would like to advise all young people who are unable to continue their studies, do not give up or be upset. The course is offered for free, so take up the skills you love to set up your business in the future.*

**Learn TVET to Complete, to Know and to Get a Job**



### TVET Better Skills, Better Life!



**TVET-News**



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## TVET EMPOWERS YOU TO BUILD MORE THAN ONE CAREER

Under the initiative of **H.E Heng Sour**, Minister of Labour and Vocational Training, extra jobs have been identified for self-employed individuals in the informal economy, especially those who drive tricycles (three-wheelers or Tuk-Tuks) and motor trailer, who can have **two jobs** at the same time: **tricycle drivers** and **mobile repairer**.



*Mr. Hem Vannrith, a resident of Kandal Leu Village, Banteay Dek Commune, Kien Svay district, Kandal province, has successfully completed vocational training in **Automobile Maintenance and Repair** from the Industrial Technical Institute (ITI) under the TVET 1.5M program. Currently, he is a **Tuk-Tuk driver** and a **mobile automotive repairer**.*

*Mr. San Sothea, a resident of Pong Peay Village, Sangkat Phnom Penh Thmey, Khan Sen Sok, Phnom Penh, has successfully completed vocational training in **Domestic Air-Conditioning Service** from the Industrial Technical Institute (ITI) under the TVET 1.5M program. Currently, he is a **Tuk-Tuk driver** and a **mobile air-conditioning repairer and installation**.*



Learn TVET to Complete, to Know and to Get a Job



TVET Better Skills, Better Life!



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## Ministry of Labour and Vocational Training

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