

Cambodian Garment Training Institute

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The factories' support for Staff Upskills in 2025

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In 2025, the Cambodian Garment Training Institute (CGTI) proudly reflects on a year of remarkable achievement in workforce development across Cambodia's Textile, Apparel, Footwear, and Travel Goods (TAFTAC) sector. As global market demands evolve and production standards increase, the importance of equipping workers with advanced skills has never been greater. In response, CGTI remains committed to delivering high-quality, industry-relevant training programs that strengthen the sector and empower Cambodia's workforce.

Guided by its mission to develop the attitude, skills, and knowledge of students for the textile and fashion industry, and its vision to become the leading training institute in the Cambodian fashion industry, CGTI has continued to place workforce upskilling at the center of its efforts.

Strengthening Skills for a Competitive Workforce

Throughout 2025, CGTI successfully trained **3,036 staff members**, including **2,123 women**, demonstrating our commitment to inclusive development and gender equality in the workplace. These training programs were co-supported by the Skills Development Fund (SDF), TAFTAC member factories, and CGTI, reflecting a shared investment in human capital across the industry. The training portfolio covered a wide range of technical, supervisory, and workplace management competencies, including:

- Work Study 1 & 2
- Mechanic Basic & Advanced Module
- Green 5S
- Lean Thinking
- Effective Executive Behavior
- Quality Assurance in the Textile and Fashion Industry
- Sewing Operator Upskills & Sewing Supervisor Enhance
- Supervisor Upskills
- OSH Awareness
- Chemical Safety Management
- Effective Problem Solving
- Financial Literacy
- Sewing Operator Skills



These programs were carefully designed to ensure that participants gained practical knowledge and skills that could be immediately applied in their daily work. As a result, factories experienced improved productivity, enhanced operational efficiency, and stronger compliance with international quality, safety, and sustainability standards. For CGTI, these outcomes reflect its core purpose: building a skilled, responsible, and future-ready TAFTAC workforce.

Voices from Trainees and Employers

The impact of CGTI's training programs is reflected not only in statistics but also in the real experiences of trainees and employers across the sector.

Mr. Noun Veasna, HR Manager at Sabrina Garment Factory, shared his experience after attending multiple CGTI courses in 2025:

"In 2025, I attended several CGTI training courses, including the Advanced Diploma in Occupational Safety and Health (OSH), OSH Awareness, and Chemical Management. The training provided me with strong theoretical knowledge and practical skills. I learned how to develop OSH-related policies, procedures, and risk assessments, which have directly supported my daily work. The knowledge gained has enabled me to plan and implement improvements to OSH activities more effectively. Although I have not yet received a promotion or salary increase, the training has been highly valuable in strengthening my current role and responsibilities."



Mrs. Chim Nin, Compliance Manager at Sportex Industry Co., Ltd. highlighted the broader impact of CGTI training on sustainability and knowledge-sharing:

"In 2025, I participated in several CGTI training programs, including the Advanced Diploma of Energy and Environmental Sustainability (EES), Occupational Safety and Health (OSH), and the Training of Trainers (ToT) course. These programs deepened my understanding of energy efficiency, environmental and waste management, workplace safety, and sustainable practices in the garment industry. Through the ToT course, I also strengthened my communication, facilitation, presentation, and lesson-planning skills, enabling me to design and deliver structured training more effectively. The training has greatly supported my daily work by helping me apply energy-saving, environmentally responsible, and OSH-compliant practices, as well as share knowledge within my organization. Through these training opportunities, I have significantly improved and strengthened my professional capacity and confidence in my current role."



Mr. Oeun Chanroth, a Sustainable Lead at Olive Apparel (Cambodia) Co., Ltd. also shared the importance of upskilling training as follows:

"Important things after I attended the class are:

1. Meet our classmates from many factories, share many experiences during the class, and build up communication
2. Knowledgeable received by teachers provided on local regulatory, other brand regulations, and international regulations for the garments sector
3. I gained an understanding and adopted a requirements framework to model and develop our workplace improvement."



From the employer perspective, Mr. Pov Samneang, Sustainability Lead at Olive Apparel (Cambodia) Co., Ltd. highlighted the strategic value of continuous skills development:

"In 2025, our factory supported employees to participate in CGTI training programs because we believe continuous skills development is essential for building a competent, adaptable, and future-ready workforce. The programs aligned well with our operational needs and strengthened both technical and soft skills across departments. After completing the training, employees demonstrated improved technical knowledge, stronger supervision and problem-solving skills, and increased confidence in their roles. We also observed better teamwork, clearer communication, and a more proactive attitude toward continuous improvement and compliance. Overall, the training improved efficiency, reduced errors, and enhanced quality and safety standards, supporting long-term growth and competitiveness."



Mr. Sor Sokjivorn, HR Officer at Andersen Industries Co., Ltd

shared the benefits observed at the factory level:

"We supported our employees to participate in CGTI training programs in 2025 to strengthen their technical and leadership skills and prepare them for higher responsibilities. After completing the training, employees demonstrated improved technical competence, stronger problem-solving skills, and greater confidence in their daily tasks. We also observed better communication and teamwork in production. Staff upskilling has positively contributed to productivity and quality by improving work methods, reducing errors, and enhancing line efficiency. CGTI training programs, with support from the Skills Development Fund (SDF), play an important role in building a skilled and competitive workforce and supporting the long-term growth of both our factory and Cambodia's Textile, Apparel, Footwear & Travel Goods sector."



Partnership for Sustainable Growth

CGTI's training achievements in 2025 were made possible through strong partnerships with participating factories and the continued support of the Skills Development Fund (SDF). By providing time, resources, and encouragement, factories enabled employees to actively participate in training and apply new skills directly on the production floor. This collaboration reflects a shared understanding that investing in human capital is essential for long-term growth and competitiveness.

SDF's support played a critical role in allowing CGTI to design and deliver structured, high-quality training programs that equip Cambodia's workforce with globally relevant technical, supervisory, and soft skills. These programs have empowered thousands of workers, including a significant number of women, to become more confident, adaptable, and effective in their roles.

The impact extends beyond skills development, contributing to improved efficiency, quality, safety, and compliance across the TAFTAC sector. Looking ahead, CGTI remains committed to expanding its training offerings and working closely with partners to ensure Cambodia's workforce is well prepared to meet current and future industry demands through sustainable and inclusive development.

Looking Ahead: Training Priorities for 2026

Building on the success of 2025, CGTI is actively preparing for the next phase of workforce development in 2026. Findings from the Training & Needs Assessment (T&A) survey indicate growing demand for enhanced supervisory and leadership skills, productivity and work study capabilities, quality assurance, sustainability practices, occupational safety and chemical management, green manufacturing, and essential competencies such as problem-solving and financial literacy.

In response, CGTI plans to further strengthen and expand its training portfolio in 2026, ensuring that programs remain closely aligned with real factory needs and evolving industry expectations. This evidence-based, demand-driven approach reinforces CGTI's commitment to delivering relevant, impactful training that supports both workforce development and factory competitiveness.

The achievements of 2025 stand as a testament to what can be accomplished through partnership, dedication, and investment in people. Together with SDF and industry partners, CGTI is proud to contribute to a TAFTAC sector that is skilled, resilient, and ready to embrace the challenges and opportunities of the future.