

Cambodian Garment Training Institute

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Understanding the Current Reality: 2026 Training Needs

While the Framework sets the blueprint, the 2026 TNA sheds light on the realities faced by factories today. Based on feedback from 113 industry stakeholders, the assessment found that while foundational training is strong, recruitment and retention of skilled workers remain major challenges.

- Training Satisfaction: Over 94% of respondents expressed satisfaction with the quality and relevance of training programs.
- Recruitment Challenges: 74.3% of companies report a shortage of skilled workers, compounded by high turnover and intense competition.

Key Skills Gaps

The TNA highlights specific areas where skills are most needed:

- Technical production skills (47.8%)
- Quality control and inspection (41.6%)
- Supervisory and leadership skills (44.2%)
- Communication and teamwork (34.5%)
- Digital and automation skills (~30%)

These gaps align closely with the Framework's priority areas, underscoring the urgency for targeted workforce development.



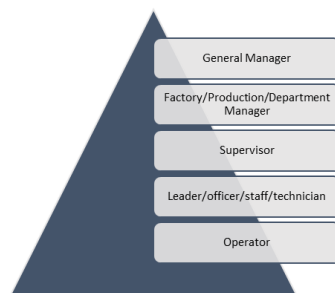
Bridging Skills Gaps in Cambodia's GFT Sector

Insights from the 2026 Training Needs Assessment and Competency Skills Framework

The Cambodian Garment, Footwear, and Travel Goods (GFT) sector is at a pivotal moment. As a cornerstone of the nation's economic growth, it faces the dual challenge of sustaining global competitiveness while adapting to modern manufacturing demands. To meet these challenges, the Cambodian Garment Training Institute (CGTI) has developed two critical initiatives: the Competency Skills Framework and the 2026 Training Needs Assessment (TNA). Together, they provide a roadmap for cultivating talent, closing skills gaps, and securing the sector's future.

Structuring Talent: The Competency Skills Framework

A resilient workforce begins with clear benchmarks. The Competency Skills Framework establishes standardized reference points for career progression, job descriptions, and training requirements across the GFT sector.



The Framework emphasizes Production and Quality, recognizing these as essential to efficiency and durability in labor-intensive manufacturing. Workforce capabilities are assessed across a five-level scale from Level 1 (None) to Level 5 (Expert), ensuring that both knowledge and skills are measurable and scalable.

It also provides comprehensive job profiles spanning all organizational levels, from Factory Managers and Supervisors to Operators and Quality Teams. For every role, the Framework prescribes tailored training in soft skills such as leadership and problem-solving, and technical skills, including machine operation and production planning. This creates a clear pathway for professional growth while aligning workforce capabilities with industry needs.

Bridging the Gap: Training for the Future

To prepare for the next three years, the sector must prioritize continuous development. The TNA points to a growing demand for upskilling existing employees (85.8%), with a focus on advanced competencies such as:

- Advanced Industrial Engineering
- Automation and Digital Skills
- OSH, ESG, and Green Skills
- Lean manufacturing and productivity
- Worker adaptability and multi-skilling

This signals a shift toward Industry 4.0 readiness and sustainable production practices.

Cambodia's GFT Sector is taking proactive steps toward sustainable growth. By leveraging the Competency Skills Framework and responding to insights from the 2026 TNA, the industry can close skills gaps, deliver targeted upskilling, and embrace modern, flexible training methods. With a workforce equipped for advanced manufacturing standards, including ESG compliance and automation, Cambodia is well-positioned to maintain its status as a competitive global manufacturing hub, empowering employees and securing the sector's future.