

Cambodia

Training Needs Assessment and Analysis

Training Needs Analysis in Cambodia was presented by Dr. Thong Sokunthea, Country Consultant and Deputy Director for Legislation, Education and Rehabilitation Department, National Authority for Combating Drug (NACD).

Alcohol and drugs situations, illicit drugs are increasing in Cambodia. It is urgent to assess the capacity of drug use related service providers then to develop a training plan and training curriculum that match the needs and demands of service providers to deal with the situation of drugs prevalence.

Methodology of the TNA. The questionnaire was translated from English to Cambodian language then tested with the working group. The final questionnaires were sent out to the selected target samples. Due to limited service providers and workforces in Cambodia, so samples were selective. There were 200 respondents from 11 provinces and municipalities. Settings included in the survey included of 100 government institutions, 50 NGO and civil societies and 50 affected community. Among the selected samples, 15 key informants were also selected to be interviewed. Besides giving information, the key informants also reinforced the analysis.

Demographics of the survey, there were two respondents' profiles. 49 respondents were decision makers and 151 respondents were service providers. For gender participation, there were only 26 female because the limited number of female personnel involving in drug related services in Cambodia. Highest level of education, 30.5% respondents graduated from universities, 25% graduated from college. Only 8% completed post-graduate degree while 3% of respondents completed non formal education. About professional designation or credential, 35% of respondents were social worker, 25% were nurses, 15.5% were doctors, 6.5% were psychiatrists also 6.5% were psychologists. Experiences of respondents working in alcohol and drugs, 34% had 2-3 years experiences, 31% had 4-5 years. Most respondents spent 20% of working time dealing with substance abusers. Regarding type of training previously undertaken, there were only 11 government respondents received short training course related to drug use while only 28 out of 100 respondents from NGOs and affected community received short course on drug related psychosocial support, basic drug related counselling and basic management in dealing with drug related problems.

Survey findings

Alcohol and drug problem identification			
Relevance to job	Level of skills & knowledge	Level of confidence	Type of training needed
slight – high	limited - adequate	limited - adequate	formal technical accredited training
Alcohol and drug assessment			
Relevance to job	Level of skills & knowledge	Level of confidence	
moderate – high	adequate - high	adequate - high	
Alcohol and drugs treatment planning			
Relevance to job	Level of skills & knowledge	Level of confidence	
slight – high	adequate - high	limited - adequate	
Alcohol and drugs intervention			
Relevance to job	Level of skills & knowledge	Level of confidence	
slight – high	limited - high	limited - adequate	
Alcohol and drugs follow-up and relapse prevention			
Relevance to job	Level of skills & knowledge	Level of confidence	
high	limited - adequate	limited - adequate	
Exit planning and referral			
Relevance to job	Level of skills & knowledge	Level of confidence	
high	adequate - high	limited - adequate	