



Capacity Development Program for Young Officers of The Ministry and Provincial Department for Women's Affairs on

“The Use of Digital Technology for Daily Work and Public Speaking Via Online Platform”

I. Introduction

The capacity development for individual person is the essential factor and necessary requirement for all contexts and aspects of society and is an important part of lifelong learning. Individual capacity development does not solely depend on hard skills but also soft skills including communication skills, public speaking, flexibility, and creativity as well as technological knowledge in order to adapt and respond in the digital age. The Ministry of Women's Affairs always pays more attention on long-term, medium and short-term capacity development for all officials at both national and sub-national levels with technical skills related to gender mainstreaming and sectoral trends, including soft skills, especially facilitation and effective communication skills –aiming to become the experts on gender issue analysis and seeking for support in each sector in line with the Neary Rattanak V (2019-2023) and as defined in the Rectangular Strategy of the Royal Government.

With the advancement of digital technology in this digital age and the world as well as Cambodia is facing the Covid-19 pandemic that has caused all jobs and communication are shifting from direct communication to online platforms. In this sense, the Ministry of Women's Affairs is planning to organize the Capacity Development Program for Young Officers of The Ministry and Provincial Department for Women's Affairs on **“The Use of Digital Technology for Daily Work and Public Speaking Via Online Platform”**. This program aims to strengthen the capacity and efficiency of officials from the Ministry and Provincial Departments of Women's Affairs on the method of communication, and organizing the meeting or workshop by digital technology as well as develop the capacity and skill on public speaking via an online platform.

This program also responds to the core strategy of human resource development of the Ministry of Women's Affairs, as defined in Neary Rattanak V (NR5) 2019-2023.

II. Objective

- To empower the young officials of the Ministry and Provincial Department of Women's Affairs in participating in new modern technology and online users.
- To develop the capacity and skill of the young officials from the MoWA and the provincial department on public speaking skills and seeking support on gender equality and empowerment, especially in the digital form of high efficiency.

III. Strategy and Progress

Providing additional support and training to program participants in the capacity development process, the main activities include:

1. Assessing the need for MoWA's officer's capacity development and possibility through a questionnaire (google form) to use the technology of young officers from the Ministry and Provincial departments of Women's Affairs (May-June 2021).
2. Orientation and guidance workshop to introduce the use of digital technology method to civil servants for communication and daily work (June 2021).
3. Providing four online capacity development courses—aiming to provide opportunities for all participants to developed their ability on using online system and public speaking skills professionally and effectively which mainly focuses on women's affairs sectoral (June-August 2021)
4. Practicing online public speaking skills through the competition form of the Smart Youth Program (Four Rounds)—September-October 2021.

IV. Technique

All the activities of this event will be conducted via online platform and supported by the technical advisors.

4.1. Determining the capacity development requirements and the use of technology systems of young officials of the Ministry and the Provincial Department of Women's Affairs

- The Program Coordinating Team will prepare questionnaires (Google form) to assess the capacity development needs of the officers who registered in the program.
- All participants (national and sub-national level) have to complete all questionnaires and submit by online to the coordinator and the team will summarize the capacity development needs and respond to the requirements accordingly.
- With the support of a consultant or team of experts (selected by the program), the coordinator team will compile a list of development needs, capabilities, and potentials to enhance the participation of young officers in digital and online

technology, as well as link it to the development programs and specific topics for ongoing action.

4.2. Orientation and Introduction to the Program

- An orientation workshop to guide the processing method and values of the program to achieve the quality of the use of digital technology of civil servants for effective communication and implementation in daily work.
- This workshop will be a significant prospect for all participants to reflect and comment on the needs and potentials cited and analyzed by the coordinator team. This result will be the inclusive input and roadmap from the Ministry of Women's Affairs for the institutional implementation plan for institution digitalization.

4.3. Online Public Speaking Skills Practice Program Through Competitive Intelligence Program

- Four series of training workshops will be organized via an online platform to provide opportunity to all participants in building their capacity on the method of online technology and public speaking effectively which mainly focused on women's affairs sectors, according to the Neary Rattanak 5 (2019-2023).
- **Training Topics:**
 1. The basic knowledge of the 4th Industrial Revolution (IR4), digital technology and effective used
 2. The method of online public speaking and debate
 3. The expertise in seeking support for gender mainstreaming in the related fields
 4. The knowledge of researching especially related to women's affairs sector
 5. The critical thinking and analysis skill, etc.

Please kindly noted that all the above topics are necessary to be changed or added bases on the result of the needs assessment of capacity development from all participants.

- All participants will receive regular training and coaching from technical advisors and trainers as their needs in order to respond more effectively.

4.4. The Practiced of Online Public Speaking Skill Through the Competition of Smart Youth Program

The topics will be related to the main six sectors in the Five Years Strategy Plan to Neary Rattank 5 (2019-2023) of the Ministry of Women's Affairs. And the competitions will be conducted four rounds as followed:

- ❖ **1st Round: Public Speaking Via Online Platform or Video**

- Each candidate has to send a three-minute speech about the individual topic which already picked up in the orientation workshop
- The judge committees will have a meeting to review all the videos from candidates for scoring and selection
- The judge committees will select 10-15 qualification candidates from 1st round to attend in the 2nd round

❖ **2nd Round: Public Speaking Via Online Platform**

- Each candidate will have three minutes speech via online
- Apply knowledge relevant to specific topics in each field with clear arguments and supporting documents.
- The judge committees will select top 8 potential candidates to the semi-final round.

Noted: The top 8 potential will from the 2nd round will have a lucky draw to choose a team for debate competition in the semi-final round.

❖ **Semi-final Round: Debate Competition Platform**

- It is the debate competition platform that each team has four members (Pro&Cons) to debate on the given topic.
- The winner team and a potential candidate from another side will be selected by judge committee to attend public speaking competition in the final round.
- The topic of the debate competition is about **“Strengthening Economic empowerment for women is better than empowering women to get education in higher education for development Sustainable”**

❖ **Final Round: Public Speaking Competition via Online Platform**

- The top 5 potential candidates will have a speech on the topic **“Youth in Covid-19 Context”**
- Each candidate will have 5 minutes
- There are only the top 3 potential candidates who will be awarded (1,2 &3) to be the awardees of the **MoWA’s Smart Youth Program in Digital Era 2021.**

V. Time Frame

No	Activities	Time Frame
1	Assessing the need of capacity development	Week 1-4 of May
2	Workshop to introduce and guidance of the program	Week 1 of June

3	Four series training workshops and courching (based on the needs of participants)	Week 4 of June - Week 2 of August
4	1st round of competition	Week 2 of September
5	2nd round of competition	Week 4 of September
5	Semi final round	Week 3 of October
6	Final round and Awarding event	Week 4 of October

VI. Term of Participation

To ensure that the program will fully provide opportunities and capacity development to all officers, the program will promote the announcement and recruitment to the Department of the Ministry of Women's Affairs, the General Secretariat of the National Council for Women, and the Department of Women's Affairs of the Capital and Provinces and requires online registration.

VII. Five Judges Committees

- Three director generals of the Ministry of Women's Affairs
- One Representative from development partners or private sectors
- One trainer

VIII. Sponsor Partners

Through the framework the Leading the Way for Gender Equality (LWGE) program, the team will mobilize resources to implement this program with potential partners, including: DFAT/ACCESS, UNFPA, UNIDO, Recoftc, Cambodia Development Center (CD-Center), Konrad-Adenauer-Stiftung Cambodia and other development partners as well as private sectors.

IX. What will be benefited on the program?

- strengthening the ability of using digital technology and online public speaking skill effectively and will be useful for daily work of the new way of life
- Appreciation Letter
- Medals for 1st, 2nd and 3rd place winners
- Champion for the 1st winner of Digital Age Smart Youth Award 2021
- Souvenirs provided by sponsors and sponsors
- Surprised Gift for 1st to 3rd winners

X. Application: All participants have to submit the application form via online before 24 hours of closing date.

- To all officials in departments and units at the Ministry level, Permanent Secretariat of the National Council of Cambodia for Women, Department of Women's Affairs officials, please fill in the link via online at:

https://docs.google.com/forms/d/e/1FAIpQLSeSA36sXlfWVciIfB9zCSk5xci7S5-e2fj0sBnHchApk97pxA/viewform?usp=sf_link

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