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THE ASSOCIATION OF BANKS IN CAMBODIA

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Education Committee Newsletters



*Competency
Frameworks*

The Education Committee is set up with the purpose of uplifting the competency of the Cambodian banking industry through education, initiating and supporting various banking education activities, and importantly overseeing the Development Fund.

Achieving Minimum Competency for Cambodian Banking Industry

Education has worked with IBF in developing the industry with the competency frameworks in Compliance, Internal Audit, and Risk Management. All members could find complimentary e-copies by scanning the QR codes on the left.

How to use a competency framework?

- For institutions, the competency framework can be used as a benchmark to identify internal training needs and conduct an evaluation on your staff's competency.
- For individuals, the competency framework can be used as a personal reflection for your own personal development and career pathway.



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Localized Training and Certification

As part of providing localized and affordable training, EC has supported IBF in developing three local certifications in:

- Compliance
- Retail Lending
- SME Lending

These are written by the local experts recommended by the EC with all relevancy of the Cambodian context. Your staff can now learn about the latest development in their own field in the local context. Each certification has been thoroughly vetted through the help from the NBC, the relevant committees of the Association of Banks in Cambodia and local experts.

It should be noted that "Certification" is different from "Training". The former covers the whole skill set and is developed in order to achieve a minimum competency for the whole banking industry irrespective of the size of each member. There is also a robust assessment covering all the listed skills with an exam duration between 3-9 hours in order to measure these minimum competencies.

New International Certification

It is been a long waiting for the international certification in Human Resource Management. EC has suggested IBF to look for courses in HR so as to strengthen the capacity of the EC itself, which composes of more than heads of HR from more than 26 BFs. IBF has now become an official partner of HRCI from USA, a global provider in HR certification. Now, you can register for the Senior HR Professional (International), SPHRi® with IBF. Now you can enjoy a 15% discount on our fee compared to the listed fee. More importantly, IBF will take away all your headache in the logistic work including registration, payment transfer, exam invigilation, and other logistics.



Bridging the Gap Between Industry and Academia

IBF has signed on an MoU with the Paragon University (formerly, Zaman University) in helping align their curriculum to what the industry needs. The MoU starts with a concern raised in the EC meeting about a big investment in graduates who do not have much understanding of the current banking industry practice. The MoU event was presided over by the Minister of Education, Youth and Sport, H.E. Dr Hang Chuon Naron, and graced by Director General of General Banking of the NBC, H.E. Chea Serey.

Through the MOU, the IBF and Paragon University will collaborate in various initiatives to bridge the gap between the rapidly evolving skills need of the banking industry and those provided by the higher education system. The Paragon University will benefit from this collaboration with IBF in aligning its curriculum to the industry's expectation through IBF's competency frameworks and textbooks, as well as training of trainers and consultation, all of which are led and developed by Cambodian industry experts. In return, IBF will benefit from the university's consultation, evaluation, and feedback in helping the industry to understand the needs of their potential workforce.

This will be our pilot project. If it works well and with more funding, IBF is looking forward to extending the work to all other interested universities.

