

Royal Academy of Culinary

A World Class Hospitality



Public – Private Partnership
with the Royal Government of Cambodia

Overview

- The Royal Academy of Culinary Arts will train up to 160 professional culinary staff a year
- Graduates will help meet rapidly growing demand for skilled staff in the hospitality industry
- Graduates will receive diplomas and certificates issued by an internationally recognized Swiss institution in cooperation with the Royal Government of Cambodia (RGC)
- Various public, private and industry partners are helping make this vision a reality

Why RACA?

- 4 million international visitors in 2013
- Government target: 10 million international visitors in 2020. Roughly 12% annual growth
- Hospitality is labor intensive. Very significant shortage of skilled Cambodian personnel in sector. Hotels and restaurants are forced to provide their own in-house training
- Professionals from the ASEAN region are currently being recruited to fill management positions

Why RACA?

- 300,000 to 400,000 youths join labor market each year. Vocational and skilled training is much needed
- The existing TVET system is weak. TVET cannot address the skills needs of Cambodia's growing hospitality industry
- Several universities offer degrees in tourism management often disconnected from the market
- A few NGOs provide TVET targeting poor and under-educated. Even after training, most lack the skills to be employed in mainstream hotels and restaurants. Quality is not consistent with market needs



RACA' s Concept

- A public-private partnership TVET of the RGC, the Cambodian Hospitality Associations and SHL focusing on kitchen, food service, and beverage handling skills in hotels and restaurants
- An independent entity, under MoT, based on the Sub-Decree (Anukret), governed by a balanced mixed Board reflecting partnership (MoT, MoC, MEF, Hotels Assoc, Restaurants Assoc, Chefs Assoc + Shift360 and RACA director)



RACA' s Concept

- A series of supporting partnerships to help organize and launch the school
 - SHL will certify diplomas. SHL will develop the curriculum, oversee its implementation, supervise and control the quality of the teaching
 - Temasek Polytechnic (Singapore) and the Scuola Superiore Alberghiera e del Turismo (SSAT, Switzerland) and 5 stars hotels will provide visiting professional teachers
 - HK businessman philanthropist will provide building for the Tourism and Hospitality sector including 7 years rent free space for RACA
 - Excellence Agro Tech (Israel) will help set up a herbs/vegetable greenhouse with hydroponic system



Students Selection Strategy

- Flow of students to come from:
 - Advanced skills training from existing kitchen and service personnel
 - Feeder program from selected few NGO programs
 - Feeder program developed through high schools using ADB funded programs
 - Others
- Preliminary work by Cambodian educational specialist to design feeders
- Students will pay fees. School will provide access to low interest micro-loans and scholarships for economically disadvantaged students



Sub-Decree (Anukret)

- MoT to obtain a sub-decree establishing the PPP legal framework of the school



Funding: Short Term

- Annual contribution from the RGC (7%)
- Budget support from donors: EIF, SIDA, private sector for the building
- Tuition fees from students
- Fees from restaurants and hotels for the retraining and upgrading of current staff
- Efforts to lower significant utility and food supply costs through introduction of environmentally sustainable solutions including a roof-top greenhouse and passive solar plant to produce hot water



Long Term Sustainability

- The Board will be responsible to produce a business plan that prioritize the long-term financial and technical sustainability
- RACA will maintain technical support from SHL until it has attained its own international certification
- Long term funding structure will include:
 - Annual Government contribution
 - Annual Private sector contribution
 - Tuition and fees from students and from retraining programs
 - Technical consulting services provided by the school
 - Possible income from the roof-top greenhouse
 - Consulting services
 - Others



THANK YOU!

