

PROJECT INFORMATION SHEET

PIP No :

292

(To be allocated by MOP)

PART A : BASIC PROJECT INFORMATION

(Must be completed in all cases)

1. PROJECT NAME: **Human Resources Development for Health**
2. PROJECT DATES:
- PROJECT START: **1/1/2026**
- ESTIMATED COMPLETION: **12/31/2028**
3. TOTAL PROJECT COST: **\$1,469,100**
4. RESPONSIBLE MINISTRY: **Ministry of Health**
- RESPONSIBLE UNIT: **Department of Human Resource Development**
- អង្គភាពទទួលខុសត្រូវ: **នាយកដ្ឋានអភិវឌ្ឍន៍ធនធានមនុស្ស**
5. PROJECT STATUS: **Planned**

DETAILED PROJECT INFORMATION

6. TYPE OF PROJECT: **Free-standing technical assistance**
7. SOURCE OF PROJECT FUNDING: **Mix of RGC, Grant and Loan**
8. THE POLICY AREA OF THE PENTAGON STRATEGY PHASE I THAT THIS PROJECT FALLS UNDER:V

Side 3. Improvements of People's Health and Well-being

9. THE CONTRIBUTION OF THE PROJECT TO ACHIEVE THE ABOVE POLICY:

1-Public and private Training Institutions for Health will be strengthened the quality of education and produced human resources with qualification for effective health service deliveries.

2-The quality of health services will be improved through providing effective pre-service and in-service training courses for health workforce.

10. SUPPORT TO CAMBODIA INDUSTRIAL DEVELOPEMENT POLICY:

Does this Project support to the implementation of the Cambodia Industrial Development Policy?

No

11. SECTOR:

Health

Health

Health

Health

12. PROJECT LOCATION: (Describe the location of the project and its components.)

All Provinces,

13. PROJECT OBJECTIVE: (Describe the major purpose of the project.)

- To strengthen the quality of education in all Training Institutions for Health in whole country.

- To produce the qualified human resources for health in order to effectively provide health services deliveries.

- To improve the quality of health services delivery to Cambodian in countrywide.

14. PROJECT DESCRIPTION: (Provide a description of the project and all its components.)

Human Resources Development is about planning the workforce, management, training and education. The project will be described as following:

- Roll-over the health workforce development plan every 5 years**
- Update and maintain the human resources database system for health**
- Develop the policies and strategies for production and allocation of staff based on MPA and CPA guideline and real health situation of communities.**
- Develop and review curriculum and activities related to pre-services education, in-service training and post basic education.**
- Provide in-services training courses based on MPA and CPA services**
- Conduct monitoring, evaluation and follow up activities related to human resources development activities.**
- Organize National Entrance and Exit Exam for ensuring the quality and capacity of training and education in producing human resources.**

15. PROJECT JUSTIFICATION: (Give reasons why this particular project is considered worthwhile.)

- Health services delivery is currently still limited that related to the capacity of health workforces and distribution of health workforces at health facilities. This project can assist the capacity of workforce through strengthening the quality of training at Health Training Institutions in order to ensure the production of human resources is qualification. Also in-services training courses are offered for health workforce based on requirement of MPA and CPA. This project is focusing on health workforce development plan and management.

16. BENIFITS: (Who will benefit, directly and indirectly, from the project?)

Direct: Trainers, Students and health workforces

Indirect: All Cambodian people

17. FEASIBILITY STUDY

Is a Feasibility Study for the project required? **No**

If YES, has it been carried out? **Not yet**

18. SOCIAL & ENVIRONMENT IMPACT: (Briefly describe the effects of the project, if any, on the people and the surrounding enviroment. Will the project assist in alleviating poverty?)

19. CLIMATE CHANGE

a. Is any activity or output of the project related to Climate Change? **No**

b. How is the project relevant to Climate Change?

Please select a Climate Change related sector of the project and fill up the contribution of the climate change related expenditure compared to the total project cost.

Climate Change-Related Sector	Percentage	Climate Change Relevance
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20. DISASTER RISK REDUCTION

Is any activity or output of the project related to Disaster Risk Reduction? **No**

21. GENDER ANALYSIS: (How does the project affect the roles of the men and women in the project area? Will women be actively involved in the implementation of the project?)

22. CAPACITY TO IMPLEMENT: (Does the Ministry have the skills and experience required to implement the project?)

Department of Human Resources Development, Ministry of Health, has enough skills and experiences to implement this project. The human resources are able to carry out this project who they have been working in this area at least more than twenty years

23. STATUS OF PROJECT IMPLEMENTATION: (Provide a brief update on the progress of the project to date. Discuss any major problems causing delays in project implementation.)

24. PROJECT PRIORITY: (Please indicates the priority ranking of the project decided by the ministry/agency.)

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25. DONOR INVOLVEMENT: (Provide any information on current or potential donor involvement in the project.)

PART B : PROJECT COSTS AND FUNDING SOURCES
(In US\$'000)

INVESTMENT COST	2024		2025 Budget	2026 Estimate	2027 Estimate	2028 Estimate	3yr Total 2026-2028	Recurrent Cost Est.
	Budget	Actual						
Operational Expenditure	173.1	0.0	173.1	173.1	173.1	173.1	519.3	0.0
Salaries	110.9	0.0	110.9	110.9	110.9	110.9	332.7	0.0
Materials + Admin	49.0	0.0	49.0	49.0	49.0	49.0	147.0	0.0
Other	13.2	0.0	13.2	13.2	13.2	13.2	39.6	0.0
Capital Expenditure	226.6	0.0	316.6	316.6	316.6	316.6	949.8	0.0
Construction	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Consultancy (i.e. TA) + Admin	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Equipment+ Furniture	99.0	0.0	99.0	99.0	99.0	99.0	297.0	0.0
Training	110.0	0.0	200.0	200.0	200.0	200.0	600.0	0.0
Other	17.6	0.0	17.6	17.6	17.6	17.6	52.8	0.0
TOTAL COST	399.7	0.0	489.7	489.7	489.7	489.7	1,469.1	0.0
FUNDING SOURCES	2024		2025 Budget	2026 Estimate	2027 Estimate	2028 Estimate	3yr Total 2026-2028	
	Budget	Actual						
Project Revenue	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Government Funding	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Cash Input	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Other Resources	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Donor Funding								
TOTAL COMMITTED FUNDING	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
FUNDING REQUIRED	399.7	0.0	489.7	489.7	489.7	489.7	1,469.1	
(Total Cost - Funding Available)								

**Seen and Approved by
Minister**

(Signature)

Date :