

## SURVEY

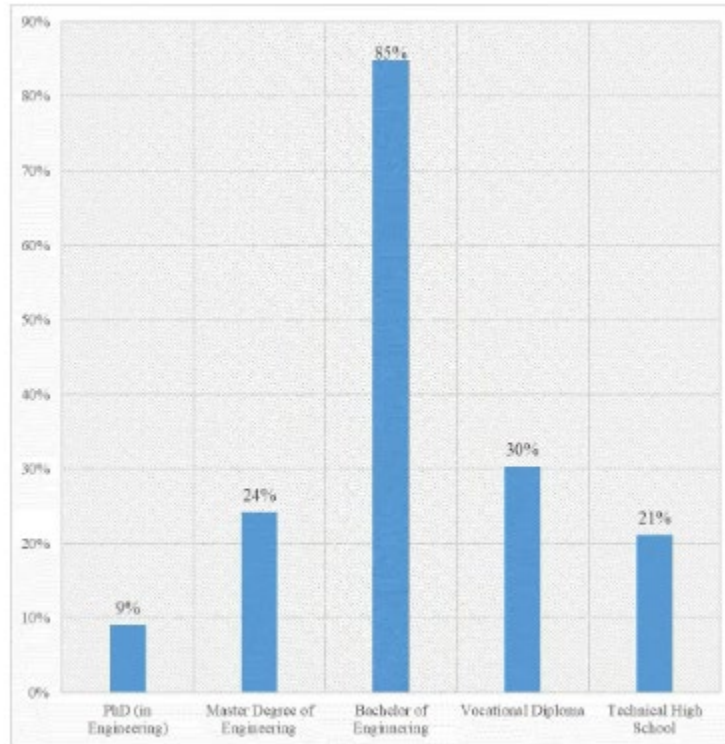


Fig. 1. Estimate state of staff background that industries expect to recruit in coming years based on survey result

From Fig. 2 to Fig. 5, Data collected from survey results were converted to percentages by summing up all scores and dividing by the total of 165, representing all surveyed industries. As shown in Fig. 2, The top priority when hiring staff in Cambodia's industries is technical skills, accounting for 75%, particularly in automated production. Analytical thinking and soft-social communication skills remain important, with a score of 72%, following technical skills in Cambodia's industries. Leadership, management, decision-making, and cognitive skills are also important, with a score between 67-70%, making them worth considering in recruitment.

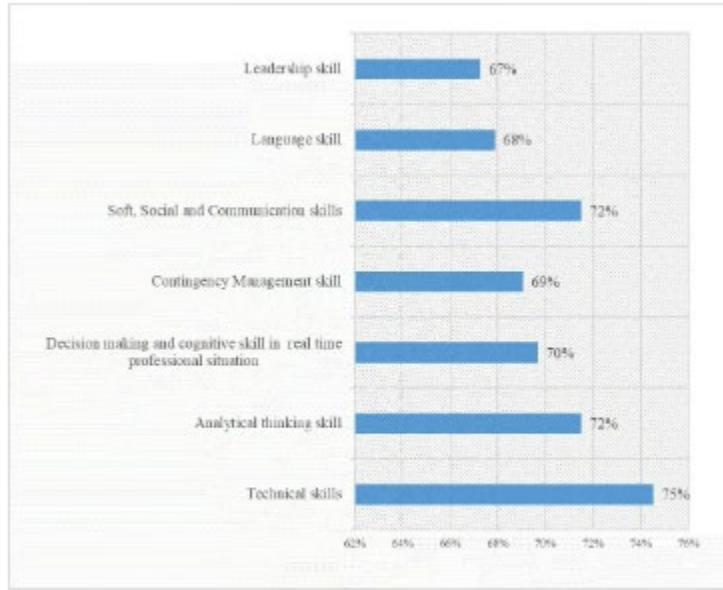


Fig. 2. The importance of following skills interests when recruiting staff based on survey result.

For Fig. 3, Energy-saving efficiency and SCADA system in digital factories are the top challenges for industrial automation in Cambodia, scoring 73%. After that, IoT in industry and production customization were rated at 72% and 70% respectively, as the next top challenges. Other challenges with ratings between 60-69% are still significant as they scored well above 50%.

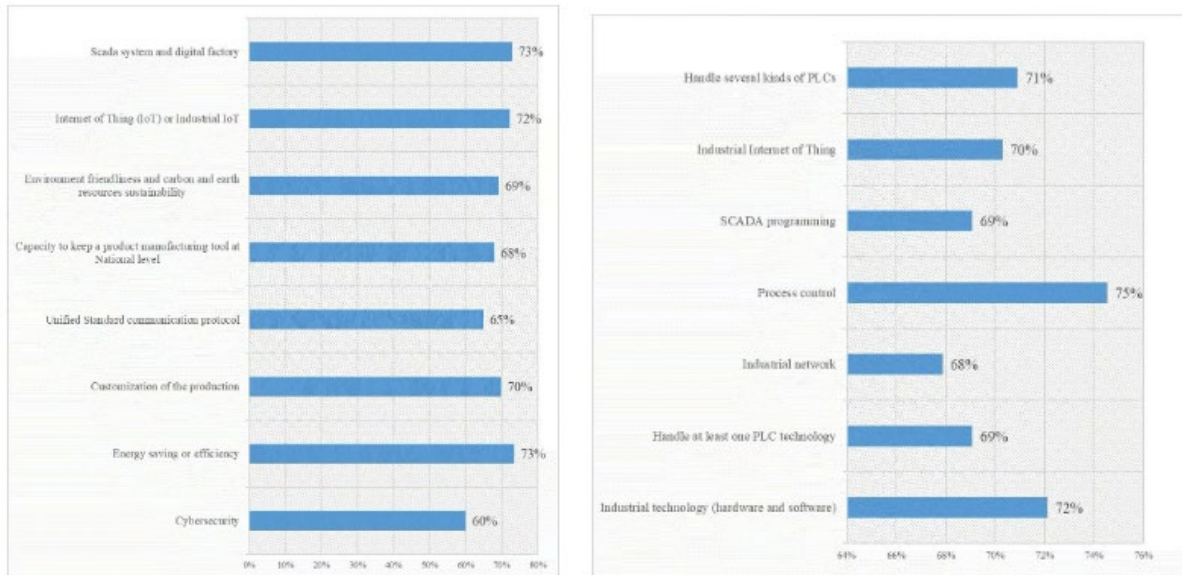


Fig. 3. Main challenges for industrial automation in Cambodia currently and 5 years later

After graduation, the crucial step for most students is to apply for jobs in industries, factories, and companies. Successful automated production programs emerge when graduates find suitable jobs that utilize their skills. To achieve, process control skills have the highest industry potential with a score rating of 75% according to survey results presented in Fig. 4. The industry is also interested in hardware-

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