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Dear friends, donors and supporters,

On behalf of PEPY Empowering Youth Team, I would like to start by giving a big thanks to friends, donors and supporters who always care and keep PEPY Empowering Youth inside their hearts. I am very excited to share with you a brief summary of the achievements and challenges that we have overcome in the last year.

For PEPY Empowering Youth, 2015 - 2016 marked several significant achievements. We, of course, legally become a local NGO predominantly run by Cambodian people who better understand our culture and the needs of the community. The Cambodian Leadership and Management Team are excited to implement their thoughts, knowledge, experiences and dreams to lead the organization on its mission to help young people from the rural community, as well as supporting the society as a whole.

Everywhere in the world, we cannot stand and live alone. In PEPY Empowering Youth, we have built and strengthened good collaborations and relationships with our donors, DETNS, GoPhilanthropic, Irish Aid, Ayana Tour, and other relevant partners in order to share our lessons learnt, support each other, exchange experiences and plan how each side could benefit from the collaboration. Our relationship is not only for a day, month or a year - it is a life-long friendship.

With regards to the programs, we continued to stick to our strategic plan by using what we learnt during the previous year to improve a number of areas. Several events took place in Kralanh High School where we implement the Dream Management Project, such as a Skills Fair where students are exposed to employers and school representatives and encouraged to dig for in-depth information for their future desired careers. Sharing Events allowed hundreds of students to come, meet and learn from inspirational speakers. Another activity which was organized was a student visit to Siem Reap Town, during which they could see, meet, and learn from representatives of Build Bright University, Teachers Training College and NGOs. This enabled students to link their dreams to the reality. Since the introduction of the Scholarship Project, time has flown by. When we looked at our Scholarship Project, we found that we have already supported 80 bright and committed students from families who suffer economic hardship. 95% of those who have already completed their time in the Learning Center have entered skilled employment, which is a great success for our team and the organization. We often get very good feedback from the employers for whom our students work, telling us that our students are very committed, punctual, respectful and have good communication skills. This is thanks to the work they did in the Learning Center, which focuses not only on hard skills, but also soft skills, which are a very important part of job requirements and daily life.

One of our core values is transparency and accountability. This means that we are transparent about our struggles and share them with others with as much enthusiasm as when we promote our achievements. In 2015, the main challenge we faced was staff turnover. Several team members who had been working with us for a long time decided to move back to live with their families, and some decided to change direction to concentrate more on activities which are related to their future dreams. It was a little challenging at some points but it could not stop us from doing our job, because our dedication, optimism and passion in helping other Cambodian youth from the rural community to flourish together always rose above these struggles and from early 2016, our team is more stable.

Once again, I would like to take this special opportunity to thank all our generous donors, supporters and friends who always encourage us and are involved in our work and achievements. Without your support, motivation, encouragement and donations, we could not have accomplished all these great things and students may not have received these great opportunities for their brighter futures. I strongly hope and believe that you will continue to support us so that we can keep helping to transform the lives of young Cambodians so that they have a more hopeful future, in which they will contribute to the peace, prosperity and happiness of both society and the world.

“Be part of PEPY Empowering Youth today to create a brighter future for young Cambodians”

Yours sincerely,

Rith Sarakk
-Executive Director, PEPY Empowering Youth
Dearest Friends, Donors, and PEPY Empowering Youth supporters,

I am so proud to be a part of PEPY Empowering Youth to develop the human resources and build the future of Cambodia. Since started as Chair I have heard many positive changes from the PEPY team about their successes and accomplishments at implementation; as well as, seeing how the beneficiaries have had increased access to higher education and pursuing the eventual destination of a skilled career. These desirable outcomes make me truly appreciate the PEPY team who always commit to the high quality of their services and performances as based on the PEPY values. According to the encouraging results of the PEPY teams work, I can see scholarship recipients now becoming PEPY employees, and we see them succeeding also in jobs of high responsibility to achieve their goals.

In the name of all Cambodians, and as a representative of the PEPY team and local board, I would like to thank you hugely for helping and supporting PEPY’s mission and vision. Without your help and support, PEPY cannot run our three programs with the aim of assisting and serving young Cambodians to have the great opportunity to access to education and continues their dreams in order to reach their future ambitions.

With your tremendously generous hearts, contributions, and commitment we see how much you deeply care about and love PEPY, and Cambodians. Furthermore, we appreciate that you put your trust in our work and value our work and integrity, thus we can keep progressing and investing in people.

Therefore, please accept our sincerest gratitude for your support and engagement. Through your encouragement and contributions we can continue in our mission to further benefit this community to make a difference and overall a better place to live.

Sincerely,

Khouth Sochampawatd
-Board Chair, PEPY Empowering Youth

Sochampawatd
Khouth
Board Chair

Sopheap Doung
Treasurer

Anna Mckeon
Vice Chair

Ravy Vang
Board Member

Jeff Strachan
Board Member

Colm Byrne
Board Member

Phoungmaly Nhean
Board Member

Bunthann Kim
Board Member
Who we are and what we do 2015

As of 1 January 2015, PEPY Empowering Youth has been a fully-fledged local non-governmental organization working in Siem Reap and Kralanh district in Cambodia. This means that we are now an organization that is run by Cambodians, for Cambodians. There is now also a local Board of Directors in place, which is able to provide us with support right here in Cambodia. The PEPY US Board has remained active in their support of PEPY Empowering Youth for the first year as an LNGO, following this they remain strong friends and supporters who we have been able to call on when needed.

The PEPY Empowering Youth fiscal year runs from September to August the following year and PEPY fully localized in January. As such, this report covers the end of the initial fiscal year as an LNGO and also the first full year as an LNGO. This time frame is 20 months from January 2015 – August 2016 eight months from January 2015 – August 2015. The previous full annual report covers January-December 2014 and this was followed by an interim report covering January 2015- August 2015. Our education programs in this period were focused on students from Kralanh district, a rural area around 60 kilometers from Siem Reap. We worked directly with young people from this area to support the development of quality education and to improve access to skilled employment upon graduation.

Dedicated local leaders and private donations enabled us to implement a range of projects which support our vision, mission and key goal.

VISION
All young Cambodians empowered to pursue careers to improve the quality of their lives.

MISSION
To work with young Cambodians and connect them to the skills, opportunities and inspirations needed to reach their potential.

CORE VALUE
- Transparency and accountability
- Integrity and honesty
- Respect and support each other
- Learning, sharing and have fun
- Ownership and collaboration
- Open to give and receive feedback

GOAL
Increase the percentage of Kralanh graduates accessing skilled employment.
Our focus area

PEPY works with students from Kralanh District, a rural region approximately 60 km from Siem Reap city in Siem Reap province. This area encompasses Kralanh town and Chanleas Dai commune. Back when PEPY first started, we began working in Chanleas Dai because our original partner organization identified the need for a school building in that community. The PEPY founders raised funds to build the school in collaboration with the Cambodian government and the Asian Development Bank.

During the first few years of PEPY’s work, we funded education programs in many parts of the country, but in 2007, when we hired our first Cambodian director, she conducted an impact assessment and needs analysis, which led to the decision to focus our work in Kralanh. Due to the commitment of the community, local desire to improve education, and the leadership shown by youth in the area, we have continued to focus our work in the Kralanh community.

PEPY worked with the community of Chanleas Dai for ten years and in 2012, we began working with Kralanh High School. We expanded our focus area to include Kralanh District in order to increase our impact working with students from across the district. In late 2012, we began an evaluation of our existing programs and in 2013, developed and implemented a strategic plan for the period 2013–2017, defining our priorities and direction. As the focus of the new strategic goal was providing support to students in Kralanh District to secure skilled employment, the emphasis shifted from working with junior high school students to high school and university-age students. In mid-2014, we transitioned out of working with Chanleas Dai Junior High School.

To be in line with this new strategy the PEPY team and offices relocated to Siem Reap city in order to be closer to the scholarship students living there, and to manage our own Learning Center in town. These facilities are specifically for graduates from Kralanh who are studying or working in Siem Reap. Our Dream Project Coordinator is based in Kralanh in order to deliver facilitation at Kralanh High School. In 2016 this strategic plan was reviewed again and the coming academic year we hope will see some expansion of numbers, opening hours and soon enough supporting students in districts close to Kralanh too.
Despite the booming tourism industry around Angkor Wat, Siem Reap province is one of the poorest provinces in Cambodia. Most families depend on agriculture for their livelihoods and wages are low. Children and youth are often needed to help during the rice harvest, or with other chores, and are frequently kept home from school.

There are few opportunities for employment outside of the city and many, including those as young as 12, choose, or are taken by their parents to, migrate illegally to Thailand in search of work to support their families. Illegal migration comes with increased wages in the short term, but this is accompanied by many risks such as exploitation, abuse, and lack of security. Many can’t see the long-term benefits of education, and instead focus on the short-term gain of immediate income.

There is also a lack of understanding about the value of education. Many adults themselves received limited education and do not strongly value education over other alternatives (particularly contributing to the household economy).

Despite a recent increase in teachers’ salaries, pay continues to be low. This, combined with the little value placed on education, results in teachers having little motivation to improve the quality of their work and quality of education remains a concern.

Compared to national averages of school retention rates, educator-to-student ratios, and high school graduation rates, Siem Reap is one of the lowest ranking provinces for the quality of education. In addition, throughout 2015 Cambodia has been preparing for ASEAN economic integration, which took place at the end of the year. By committing to the ASEAN community, Cambodia now enjoys free movement of goods, services, capital investment and skilled labor within member states. ASEAN membership presents Cambodia with some fantastic opportunities, as the low wages that are so common in many industries here will attract foreign investment. Moreover, it will be easier to export Cambodian-made products to other members, which should hopefully boost the economy. Of course, as with any such development, some difficulties are to be expected. For Cambodia, membership in the ASEAN community could mean that the domestic workforce will have to now compete with their foreign counterparts for jobs, both in Cambodia and other nations. Recent studies have shown that Cambodian employers are not satisfied with the soft skills of employees. This was a contributing factor to the establishment of the PEPY Learning Center, where students receive support and guidance in the development of soft skills, such as leadership, team work and project management. These skills, combined with a good understanding of ICT and English, will be invaluable when it comes to searching for a job in the new, more competitive ASEAN market.

**Cambodian statistics...**

- Population: 15.58 million (worldbank.org)
- Median age of the population is 25.6 years old (www.cia.gov)
- 17.7% of the population live below the poverty line (2012, worldbank.org)
- Public spending on education is 2% of GDP (2013, www.cia.gov)
- Ranked 127th in the world for education (2015, World Economic Forum)
- 29:1 teacher student ratio in secondary education
- 34% of children enroll into junior high school (usa.id.gov)
- 21% of children enroll into high school (usa.id.gov)
- Pupil-teacher ratio in primary education in 2014: 44.6
- 10 % of young people enroll into university (2011)

**Sources:**

- UNICEF: http://www.unicef.org/infobycountry/cambodia_statistics.html#90
How we do it

Now that we’ve established why we do the work we do, it’s important to look at how we do it. How do we reach our key goal, and help the students we work with to reach theirs? How do we spend money and work with beneficiaries? Unless we evaluate our “how”, we won’t ensure our work is done to the highest ethical standards with maximum impact.

Empowering local leadership

For many years as an international NGO, PEPY worked with the local community in Kralanh district but many of our staff members came from overseas. As we grew and developed, we became aware of the fact that, in order for the organization to have maximum impact and represent the community and students with whom we work as best we can, we needed to be run by Cambodians. 2015 marks the first year of operation as a fully local NGO (LNGO), PEPY Empowering Youth, and we are extremely pleased to report that things have been going well so far. For these initial 20 months the entire team was Cambodian apart from members of the Communications & Fundraising team and English teacher, where we felt native English speakers were needed. From September 2016, the Executive Director will put more efforts into the communication and fundraising department to make sure that it will be more sustainable with support from an officer, who may be a native English speaker. The Executive Director aware that he will face lot of changes believes that it is still smaller than his ambition toward the organization and students in the community. In addition, with the decision to bring English classes back into the Learning Center the English Teacher is also not Cambodian. We proud that most of our staff are now Cambodian and some come from Kralanh district themselves especially our scholarship students, helping us maintain a close connection with the community there.

Responding to community needs

After consulting students, their families, and teachers in 2013, we discovered that continuing to higher education and securing skilled employment for young people is what they really want. On the back of this, we reassessed our program and implemented changes in 2013-14. The changes we made then were continued now, and on the whole the programs have been very successful. Of course, we have faced some challenges so far, such as timetabling for the Dream Class program in Kralanh, but overall we feel very proud of how the program participants, and the programs themselves, have been developing since localization.

To date we have supported a total of 80 students with scholarships to attend university or vocational school, or Provincial Teacher Training Center, Regional Nursing School, the majority of whom benefit from English, ICT and Youth Empowerment classes in the Learning Center. Our decision last year to only offer Dream Classes to students in grades 10, 11 and 12 proved to be a positive move, as the value of the classes is much more tangible to them than younger students.

Monitoring and evaluation

We recognize that monitoring and evaluating our programs and operations is important to be able to continue to learn and improve. We monitor and evaluate programs monthly, documenting efforts, results, and any challenges, as well as conducting mid-term evaluations and quarterly impact reports. We also conduct an annual project reflection, with input from all stakeholders; regular financial audits; and an annual external audit to ensure the efficient and transparent use of our resources. This year, we applied for the Government and Professionalism Practice Certificate (GPP) from Collaboration Committee for Cambodia (CCC). It is not about the certificate but it is all about how we make our organization better and more professional.
Capacity building of our staff

At PEPY Empowering Youth, we not only work on developing our students’ skills, but also those of our staff. This is vital for ensuring that the students with whom we work get the best support possible in every aspect of their involvement with PEPY. With this in mind, two among our newest members of staff – Channa and Savoeng – took part in a counseling course in Phnom Penh, organized by the Transcultural Psychosocial Organization (TPO), and Train the Trainer provided by Possibilities World. Both Savoeng and Channa work in close contact with the Scholarship students and Dream Class students, so it’s important for them to know how to give effective advice and solve any problems which may arise, how to transfer and encourage students to participate in the session effective, and they both also need to know how to manage the project efficiency. During these courses, they covered topics such as counseling techniques, cognitive behavioral therapy, thinking systems and problem solving, how to design the training session, and material development. Our ICT Officer has also participated in a number of IT training sessions in Phnom Penh, Training the Trainer at Possibility World and well as project management over the 20 months. These sessions covered topics such as Data Mobile Collection and Reporting, Data Security, a free enterprise management system for NGO’s, as well as focusing on how to use Google to really benefit the organization. The ICT Officer has been busy implementing this new knowledge in the office and teaching the team how to use certain applications more effectively. In addition, all staff attended training for Life Coaching to learn how to get the best out of any situation and support one another. In April 2016 all staff were involved in a week long retreat and received training on Programs Project. All PEPY staff members got a great opportunity to attend two different training events together at PEPY office. The first was about Management and Leadership, provided by Nadine and Micheál. This training was only for PEPY staff but for other leaders, managers and staff from seven different NGOs in Siem Reap. The training session focused on personality types, ‘one thought at the time’, receiving and giving feedback, proposal development and how to talk to donors. All the participants found this training very useful and have voiced their wishes to have more in the future. The second training was about teaching English and working with students, provided by Mary, Sarah and Rosemary. This teacher training session was open to teachers from other NGOs in Siem Reap and focused on different types of learners, curriculum development, and student approaches. Although the training period was only two days long, participants saw it as an added special ingredient to their profession.

Teaching methods

We believe that engaged students are more likely to learn. We aim to act as facilitators by collaborating with students, and utilizing a variety of methods to encourage participation and learning, such as games, role-play, small-group learning, peer learning, and more. At PEPY we always say “we work with, not for”. Instead of telling students the answer, we try to create a learning environment in which students are encouraged to ask questions, sharing their personal ideas as well as getting to understand not just the local but the global issues. It is not easy to implement this ideas with students who experienced with one way learning for many years, but we are very optimistic that at least little positive changes will happen.
The staff at PEPY Empowering Youth had already undergone some important changes in 2015 and 2016 as a result of the localization process, and 2015 also brought with it some significant developments within the team. Despite this, it has been a wonderful year working in a locally empowered team and board.

After an incredible seven years with PEPY, Kimline Nuch took the decision to step down as Executive Director of the organization in order to pursue her dream of establishing her own accounting consultancy firm. She has left the organization since the end of 2015. While this was certainly sad news for everyone, it was made much more bearable by the arrival of her replacement, Rith Sarakk. Sarakk has been an important member of the PEPY family for many years and we feel very honored that he has decided to return to the organization after spending some time with other NGOs. PEPY Empowering Youth is grateful to both Kimline and Sarakk for their dedication, generosity and passion, and wishes them continued success in their new roles.

Not only Sarakk re-joined the team in 2015 year, but PEPY Empowering Youth has gained two more special additions to the team this year. It was with great pride that we welcomed two third year PEPY Scholarship students into full-time employment with the organization: Kev Channa took on the role of Scholarship Officer and Skut Savoeng became our Dream Management Officer in Kralanh. Furthermore, in 2016, we are more than fortunate to welcome Romina, Kim Ann and Dena. Romina, who has a lot reaching experiences in Cambodia, will help us provide students with an intensive English program; Kim Ann, who received scholarship from PEPY to study a bachelor degree of Tourism and Hospitality at Build Bright University, will join PEPY as a scholarship project assistant. She will help make sure that our Scholarship students are well taken care of, as well as helping students to learn about globalization. Dena, who received scholarship from PEPY to study a bachelor degree of Account and Finance at Vanda Institute, will join PEPY as an admin and finance assistant. She will support deliverables related to Finance and Admin. They have shown themselves to be valuable and engaged members of the PEPY Empowering Youth staff and, having gone through the Scholarship process themselves, they are the ideal people to support our current students. They are fantastic role models for other young people in their community, inspiring them to study harder and to change their views towards the value of education.

As for the rest of the team, Sien Konintha remained in her role as Finance and Operations Manager, with Yang Savonmealea retaining her post as Administration and Accountant Assistant for most of this time until her departure at the end of July 2016 to pursue her career in Accountancy. Duth Kimsru took over the position of Programs Manager in late 2014, and transitioned out of the organization in early 2016 to continue her master degree in Ireland through the works at PEPY. Oem Manin was promoted to a new position as an IT and ICT Coordinator in the Learning Center. In August 2016, he was happy to accept more responsibilities to manage English Project. Gemma Marshall remained in her role as Communications and Fundraising Director until the end of August 2016, her departure gave the opportunity for Rith Sarakk to take on more in the area of Communications and Fundraising with support of a new Officer role. Chik Sokhum retained her post as cleaner.

PEPY Empowering Youth would also like to say a huge thank you to everyone else who has supported us throughout this period, especially interns Dana Bidnall, Keshini Mauree and especially Megan Skinner. Even if she has already left the organization but she still keeps in touch and supports PEPY’s work massively.
PEPY Empowering Youth would also like to say a huge thank you to everyone else who has supported us throughout this period.
Our Programs

2015 was the first full year in which PEPY Empowering Youth’s programs concentrate only on young adults, after transitioning out of the Junior High school in Chanleas Dias. We are running a total of three programs in 2015 and 2016: Dream Class, Scholarship Program and Learning Center. The following pages contain more detailed information about these programs.
Dreams are very important to us at PEPY Empowering Youth. Many of the students we work with are only exposed to a small range of possible futures. We believe it’s important for young people to dream big and see how they can make their dreams a reality.

In the PEPY Empowering Youth Dream Management Classes, which take place at Kralanh High School with our Dream Management Project Officer, young people are given space to identify and discuss their ambitions for the future, and any challenges they may need to overcome. The classes provide career resources, mentorship, and group workshops. The Dream Management Project Officer also organizes for successful Cambodian professionals to come and speak with the students, giving them exposure to different ideas and aspirations.

Highlights in during the 20 months period

- 33 topics were covered over the year including: vision of your dream, mental health, goal setting, overcoming fear, managing self, confidence, values, communicating and relating to others, and study skills.
- We hosted 3 Sharing Events at Kralanh High School, when inspirational speakers came to share their experiences, success and failures with the attendees. It was also an opportunity for students to share their own hopes and dreams with their peers. Around 250 students attended these events each time. There were a variety of speakers covering many topics that included determination and not giving up, setting your own goals and carving your own path, believing in yourself, study skills, living and working aboard house keeper.
- Another two successful Skills Fairs were organized in Kralanh. Some 350 students attended the event in 2015 and 450 in 2016, they gathered information from at least 16 representatives of various business and universities in Siem Reap. They also had the chance to participate in a number of workshops, such as CV, interview skills, how to become a primary school teacher, how to access vocational training school and job opportunities at the 5 stars hotel in Siem Reap.
- In both 2015 and 2016, 160 students and government teachers from Kralanh High School were taken on a study tour of Siem Reap. During this tour, they visited various colleges, universities and organizations which may be where they come to study or work in the future.
- In both years Dream Talks took place, where at least 14 inspiring speakers come and deliver talks in different classes on useful skills and experiences and students also share their experiences.
- In August 2015, 3rd year PEPY Scholarship student Savoeng began working full time in Kralanh as Dream Management Officer. He is able to provide on-site support for the students, and is a great example of giving back to the community.
- Our relationship with the school, the principal and the local authorities in Kralanh improved greatly over this period.
- We have introduced pre- and post-tests, and semester tests in order to monitor the students understanding of concepts and improvements in the more academic areas of the syllabus. At least 80% of students expressed that they understood the lessons and wished to continue dream class in the future.
- At least 25 students received mentoring / counseling to help keep them on track with their goals as well as helping them solve the issues they faced in their studies and living.
Challenges

- One of the aspects that often proves a challenge for us is absenteeism. Many students are away for public holidays such as Khmer New Year and the Kings Birthday, there are lots of festivals and weddings and sometimes funerals and in addition students are also busy with the government school classes, this means that we see less students in Dream Class at this time.
- It was difficult for us to get some companies to attend the Skills Fair, and hope to maintain closer relations with companies over the coming year to make this easier next year.
- Our training has been in the process of development so our team member had to spend of a lot time researching and writing the manual, as the result, they didn’t have enough to conduct other activities like the home visit or counseling with students.
- We conducted the exposure visit the same places as last year such the same universities, vocational training schools and some students seem like they didn’t interest in those places as they already visited last year.
- Since Dream Management is a supplementary project so the schedule needs to be made by school director and their schedule was changed very often this year due to their change of their teachers. This made students felt complicated.
- Our Dream management Project Officer to the new one is likely to bring with it some initial challenges, such as collecting data in a consistent manner and organizing big events.
- There was some discrimination between some students, which caused some difficulty when doing learning and bonding activities. The topic of showing respect towards others is important within the Dream Management Classes and so the issue is addressed in the lessons, with the aim of eliminating unfair judgment and discrimination.

Lessons Learnt

- We found it very useful to conduct home visits and meet students’ parents so that we can engage them in their children’s education. In rural Cambodia many parents are not educated, and with the country’s history some even fear education. Some parents don’t know what their children study at school, or what other activities they join. These home visit activities help raise the awareness about education, get parents involved in their children’s education, motivates students to work harder and reduces the number of students drop out.
- Invite speakers to present in the classroom would bring students opportunities to learn and asking in-dept questions.
- Work with the foreigners to conduct workshop in the dream class help students to gain more ideas about the other countries. Moreover, they are happy to listen to new ideas.
- Have more outdoor activities instead of only learning in the class make students feel fresh and confident to move around. Students like to have that too.

STATISTICS SNAPSHOT: 2014/2015 academic year

| Target age: | 15-18 years |
| When: | 4 classes take place per week in free periods |
| Working with: | Grades 10, 11, 12 |
| # of students enrolled: | 209 |
| Average attendance: | 73% |
| Status: | Ongoing |

PEPY EY ANNUAL REPORT 2015 - 2016   WWW.PEPYEMPOWERINGYOUTH.ORG
Story of Changes

Chanthav spends her time working hard in her public school class and is hoping to successfully pass the exam that will be coming soon in 2017. She is also hoping to get a scholarship opportunity to continue and further her education.

During our first meeting, Chanthav was so shy and nervous about speaking; she had little confidence in herself and her abilities. She found it difficult to communicate with new people, even to her friends. These are the challenges that many of our Dream Project students have faced at one time or another.

Chanthav attended Dream Class in Kralanh High School, the purpose of which is to help students identify their dreams, set goals and open them up to opportunities which they previously may not have known about. Through weekly session, Chanthav learned about various topics that helped her regain her confidence, be more self-aware, learned about goal setting lessons, self-motivation, self-discovering, leadership and more. Next year, Chanthav hopes to get a scholarship and begin her studies in Phnom Penh, she wants to become a Doctor.

After joining PEPY’s Dream Class Project, Chanthav feels that she has changed and grown. She now has much more confidence in herself than she used to and she is happy to reach out to friends, teachers and new people. The Dream Class Project team is looking forward to what Chanthav will achieve in the future.

Sreyrov is one of the active students in the Dream Class who has faced a lot of challenges in her life, but she is still committed to study until she becomes one of the outstanding students in her school. In 2011, she had to go through Grade 7 twice because her family couldn’t afford to buy a bike for her. She became extremely sad and cried a lot. The thought of not having a bicycle that prevented her from going to school was always on her mind however, this did not stop her from going back to school the year after.

Sreyrov kept persevering until she reached high school. She is a committed student; she worked very hard at the public school as well as in her part time class. Sreyrov also attended the PEPY Empowering Youth Dream Management class. The main goal of this project is to help students identify their dreams, set goals and open them up to opportunities which they previously may not have known about. It also connected students to other scholarship opportunities. This was one of the good places for Sreyrov to improve her talent.

Before attending the Dream Management Class, Sreyrov was very talkative. She likes to talk about different things however; there wasn’t much focus and organization in her thoughts. After attending the Dream Class, her behavior started to change bit by bit. She attended different sessions such as goal setting, self-motivation, self-discovering, and leadership. Through the Dream Management Class, Sreyrov now has much more confidence in herself and she is happy to communicate with friends, teachers and new people.

Sreyrov wishes to get a scholarship opportunity to continue her next step to higher education after she finishes high school. She believes that getting a degree will have the biggest impact in her life.

Chhunnoy is in grade 12 at Kralanh High School, he is currently working hard towards his end of year exams and afterwards is hopeful of a scholarship opportunity to continue his education. When he began dream Class he was unsure about what his dream for the future was, he had little confidence in himself and his abilities and was nervous about voicing his hopes for the future.

He found it difficult to speak to new people, especially his friends and he also was aware that his family may not be able to pay for the university fees in Siem Reap. These are challenges that many Dream project students say they have faced at one time or another, but which they will hopefully overcome over the duration of their time at Dream Class and beyond.

Through the Dream classes he has received classes such as goal setting, self-motivation, self discovery and confidence building and next year he hopes to get scholarship and begin his studies in Law at University in Siem Reap, with a view to become a lawyer in the future.

Chhunnoy has been involved with Dream Class for 3 years and in that time he feels he has changed and grown. He has much more confidence in himself than he used to and he finds communicating with friends, teachers and new people easier. PEPY is excited to see how Chhunnoy will continue to develop and we’re sure that he has a successful future ahead of him.
Graduation from tertiary education does not necessarily lead to securing a job. A 2012 survey conducted by the National Employment Agency revealed that high school and university graduates were severely lacking in certain skills, particularly soft skills. Employers were finding it difficult to fill positions with sufficiently skilled workers, as graduates were leaving education without the knowledge and know-how needed for securing employment. Some examples of key skills that were found to be lacking were soft skills such as leadership, interpersonal communication, critical and analytical thinking skills, problem-solving, and conflict resolution. There was also a problem with insufficient hard skills, such as proficiency in English language and Information & Communication Technology.

PEPY Empowering Youth’s ultimate goal is to support Kralanh students in gaining access to further education and skilled employment. In order to ensure that this happens, we provide learning that goes beyond just a university degree or vocational training.

The PEPY Empowering Youth Learning Center provides scholarship students with three classes to enhance their employability. These are:

- **English Class**
  
  We provide both internal and external English classes. The English classes within the center supplement the English Classes students attend at external language schools. We strive to go beyond just the key language skills and use English as a tool for discussing broader global topics and issues, such as the environment and job interview technique.

- **Information & Communication Technology (ICT) Class**
  
  Communication through technology is absolutely vital in today’s job market. Students learn how to use industry-standard software applications in preparation for future employment.

- **Youth Empowerment Project**
  
  For first year students, these classes aim to build confidence and skills in interpersonal communication, leadership, problem-solving, and critical thinking. Second year students utilize these skills through discussions about world issues and the international community.

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**STATISTICS SNAPSHOT: January 2015 - August 2016**

| Target age: University level (approximate age 18-22 years old) |
| When: Daily classes at the Learning Center between 1.30 and 4.30 pm, and additional workshops during school holidays and weekends, evening and morning classes for English. |
| Working with: PEPY Scholarship students and a small number of other young people from Kralanh District. |
| No. of students: English: 44; ICT: 44; Youth Empowerment: 44 |
| Average attendance: consistently over 90% |
| Status: Ongoing |

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PEPY EY ANNUAL REPORT 2015 - 2016 WWW.PEPYEMPOWERINGYOUTH.ORG
Highlights

English:
When students initially arrived in Learning Center they spoke little to no English, now they are much more confident and also have much wider ranging vocabulary. Students have an average of 95% attendance rate for the external classes.

The internal English classes at the Learning Center were taught predominantly by native English speakers over this period, which provided great exposure to the language in its most natural form. Teachers mostly focused on global citizenship, vocabulary and sentences that are commonly used in CVs and Cover Letters. Students found it challenging to understand how a native English speaker speaks and they felt very shy at the beginning, but after a few months their understanding and confidence improved gradually. The attendance rate was at least 96% as they enjoyed practicing English as well as learning something about the world.

2016 is the first year that we start the summer course and allow students in Siem Reap to participate the course. There were 26 students from different areas of Siem Reap Province who attended the English summer course focused on reinforcing the correct usage of the different parts of speech highlighted by increased activity on listening, speaking and writing exercises. The Summer Class agenda included a review of basic grammar and its usage, storytelling via reading and writing exercises. Listening exercises were done with the use of informational videos about the nations in Asia. The remote cultural immersion experience introduced them to ancient and modern Japan, the story of the King of Thailand and the Hindu temples of Indonesia. The students also took an assessment to determine their English Language profile. This course helped the students open their eyes and mind to the bigger world.

Challenges and lesson learnt

• The biggest challenge for the English Project was the inconsistency of the lessons. For various reasons and due to other work commitments, the volunteer English teachers were not always able to teach at the Learning Center. We are planning to raise funds to hire a full time ESOL teacher to provide regulated and organized classes to students instead of enrolling them in language centers or relying on volunteers.

• Students’ attendance was not 100% as some of them had to complete volunteer work in their communities to raise awareness regarding education, health, hygiene and environment. Some are unable to cope with the temperatures during the dry season and were unable to focus during classes since the Learning Center only had 2 ceiling fans in each room.

• Students came from different areas with different backgrounds. Some of them are at the Beginner Level, and some of them are at higher levels but we had to group them in just one class because the availability of volunteer Teachers were limited. As a result, students with low English proficiency found it hard to catch up with some lessons whereas students with higher English proficiency found it too slow to learn.

• Classes in the Learning Center were reliant on volunteers who have full time jobs, sometimes they were not able to support PEPY due to other commitments, which meant we need to ask the PEPY staff to take over the class of for the students to study on their own or in groups. We realized that it will be beneficial to both PEPY and the volunteers to sign a written agreement in order to be clear with the responsibilities, deliverables and accountabilities from both sides.

• Changes that have been made in some of the language centers where our students were enrolled were implemented too soon and without enough lead time to allow the students to adjust thus affecting the learning method of some students and the effects were seen from their exam results.
**Information and Communication Technology:**

With the mix of year 1, year 2 and the summer course students, the ICT project covered 56 students. Since the year 1 students had never been introduced to computers before, they started by learning some basic programs such as MS Office, the internet and email before moving on to blogging, Adobe, video making, etc. Meanwhile, all year 2 students spent a lot of time learning advanced MS Office especially, MS Excel, how to complete online job applications and the use of Dropbox.

Aside from the weekly regular sessions, there were several special workshops conducted such as – photography workshop, lesson planning (how to plan and execute a lesson, with students conducting their own lessons), and a lesson on a mobile data collection tool. The ICT class helped pave the way for students to walk toward their future careers.

They also learned how to create effective online and offline CVs and cover letters in both English and Khmer. Attendance rates average around 90% for both years.

**Challenges and lesson learnt**

- In graphic design sessions some students found it hard to design artwork as these programs were very new to them. They worked hard though and researched new and creative ideas from the internet. They did a project on advertising which gave them a practical task to help them improve these skills.
- Year 1 students felt uncomfortable when constructing emails and learning how to use email applications, as they were worried about their English level. Year 1 students needed to learn more Maths in order to help them with percentages. Sometimes the ICT teacher needs to support students Maths learning before teaching MS Excel.
- Year 2 students found it hard to produce good quality videos as they need to find a quiet environment. Also some of the cameras used were not good quality and they do not all have laptops at home to practice their work on video graphics – though they could use those in the Learning Center.
- During the last quarter there has been many power failures due to the electricity company, this can cause damage to computers hence PEPY is looking at acquiring a UPS system to protect the equipment during sudden power failures.

**Story of Changes:**

**Sothyda**

Sothyda is a year 1 scholarship student who studies English at ACE and at the PEPY Learning Center. She studied English in high school, but was not really encouraged to talk much, whereas in the Learning Center, she is able to develop her skills in writing, speaking, listening, and reading.

“I feel that my English has improved a lot in terms of reading, writing, reading, grammar and translation. Right now, I am able to read and translate from English to Khmer which helps me to understand more about what was written. I really enjoy learning at both schools, ACE and PEPY, because they focus on those four main skills.”

Sothyda. Because of her hard work and discipline, she scored over 85% in her recent exam, she has now skipped a level and feels really proud of her success. It is now easier for her to understand conversations in English and can now express herself with more confidence. She is no longer afraid or scared to talk to English speakers anymore. Sothyda is looking forward to achieving better results in school and she knows that with the right amount of determination, all her hard work will soon pay off.
Quotes from students

“When I studied at high school, I don’t know what they do in the internet and email. What don’t it email mean? After I have studied I understood about them and I can use email to contact with my friends and send document to other people. Especially we can keep document in Gmail for ourselves and if I would like to share my document with many people I can share in once time. And also in the internet program we use for research project or information whatever I want. Nowadays I can use the internet for sending and receiving all kind of information, graphics, voice, videos and computer program. I have seen myself I really improve to use email in the internet.” - Khanya

“My name is Chanra I had learned ICT class since 2014, so I use computer and I can research the information from Google and other website. I can use some function in Microsoft Excel that it help me to calculate the number, make list name and other exercise I know that some organization they use the Microsoft Excel to control their operation. I can use Microsoft Work to write report, assignment and I can make the other document. I can use other program such as; Power Point, Vegas, Photoshop, ProShow, Google Drive, Google Calendar and Email. I think that ICT class is important for me to learn Technology, because now day, in organization or company they need the people who can use the Technology and the process of it. It is easy to me to find the job, because it this skill.” - Chanra

Youth Empowerment:

Students covered a wide range of topics in these classes, including aspects of managing self in order to have good confidence, team and leadership skills, and learn about wider issues such as globalization, mental health, ASEAN integration and budgeting. They grew in confidence and were able to discuss the importance of central topics in both Khmer and English. Attendance rates average around 90% for both years. The students in promotions 2 and 3 also conducted community development projects in various rural communities. The aim of these projects is to give something back to the communities they are from, and to act as good role models for their peers and younger people there. The projects looked at a range of issues, such as Health and Hygiene, Dream and Goal Setting, Leadership, and Children and Education. The projects were implemented successfully, with a total number of 669 community participants, 310 of which were female. Students attended a great workshop conducted by Irish teachers during their three-week exchange visit with PEPY. The workshop focused on subjects, such as music, Irish dancing, trading games, the educational system, mental health, positive thinking, stress management, football, problem solving skills, team building activities, presentation skills, CV and Interview skills etc. Students were exposed to learning techniques which are common in Ireland; the students found these lessons to be educational, engaging and fun, with the Fizz Buzz mathematics game became a widespread favourite. Alongside their regular lessons in the Learning Center, the students have also attended a number of events so far this year, which have provided enriching educational and practical experiences. For example, the students have had the opportunity to visit some local companies, including ACLEDA bank and PACTICS factory. This gave them the chance to see what happens in the workplace, learn about fair treatment, build networks and ask questions to the professionals. Part of the company visit this year, the students chose to visit to Damrie Angkor Hotel, where one of our scholarship student now works. The goal was to become familiar with the roles and responsibilities of working with a hotel and to link theory with reality. Students had a chance to meet with hotel representatives and were able ask to a lot a questions. Summer School: As second year students transitioned into work around May 2016 we could see that the Learning Center had the possibility of becoming very quiet with only first years present. We therefore decided to put our resources to good use and open up the center from June – August to help students in Siem Reap with English, ICT and Youth Empowerment. There were 16 students joined the course, and we are very pleased with their engagement and successes and hope to continue this next year.

Challenges and lesson learnt

• Most of the topics in Youth Empowerment required students to do their own research some of the students found it hard since their proficiency with the English language is still developing.
• The Program Manager found it hard to allocate enough time to develop the Youth Empowerment Training Manual due the multiple activities that needed their time and attention.
• Each student had to organize a community payback project at the end of their time in PEPY, clearer time frames should be set up in advance towards the end of the year by the Youth Empowerment facilitator. The timing should be able to accommodate their new schedules in their new jobs to ensure the project will be completed without interrupting work.
Overseas Experiences

In 2015 and 2016, we were fortunate enough to be able to send a number of students and staff on enriching trips overseas, as well as to host a range of visitors from other countries right here in Siem Reap.

In April 2015, two Scholarship students (Channa and Ronouch) and two members of PEPY staff (Manin and Kimsru) had the incredible opportunity to fly to Ireland for a three week exchange visit hosted by our educational partnership schools DPETNS and BETNS. In 2016 two more students (Kimann and Sochea), Executive Director Sarakk and Board Member Ravy were lucky enough to be our second tea to visit Ireland. Both excursions were jam-packed three weeks, the focus of which was not only on education, but also on cultural exchange. The PEPY team stayed with various host families who welcomed them with open arms and gave them a flavor of what life is like on the other side of the world. The team visited the schools and told the students all about life in Cambodia – the students were especially interested in Khmer culture – and they also performed traditional Cambodian dancing, complete with traditional dress. Alongside these educational aspects, the Cambodian contingent was shown the highlights of the country, with visits to Dublin, Galway and Malahide Castle. We were also delighted and honored to be joined for a day by President Michael Higgins who took great interest in our work with ETNS and Irish Aid. All the participants in the exchange, both Cambodian and Irish, agreed that it was an unbelievable and truly inspiring experience. Special thanks go to our generous sponsors – The Irish National Teachers Organization, Donabate Credit Union and Fingal County Council - without whom this exchange would never have happened. In the July and August of both years our Irish friends reciprocated with a visit to the Learning Center in Siem Reap. Here a group of teachers supported an educationally intense yet fun filled three week program supporting students learning with English skills, music, Irish dancing, trading games, the education system, mental health, positive thinking, stress management, football, problem solving skills, team building activities, presentation skills, CV writing and interview skills to promote creativity, positive thinking, teamwork, problem solving and collaboration.

In addition to that, PEPY Empowering Youth also had the opportunity to host two different training events. The first was about Management and Leadership, provided by Nadine and Micheál, to leaders, managers and staff from seven different NGOs in Siem Reap. The training session focused on personality types, ‘one thought at the time’, receiving and giving feedback, proposal development and how to talk to donors. All the participants found this training very useful and have voiced their wishes to have more in the future. The second training was about teaching English and working with students, provided by Mary, Sarah and Rosemary. This teacher training session was open to teachers from other NGOs in Siem Reap and focused on different types of learners, curriculum development, and student approaches. Although the training period was only two days long, participants saw it as an added special ingredient to their profession.
The Sustainability Field School in Hoi An, Vietnam, played host to two PEPY Empowering Youth Scholarship students, Sou Ry and Savoeng, in June 2015. Once again in 2016 Agriculture student Seen and staff member Mealeas were honored to be invited. The aim of the project is to promote community involvement, especially among university students, thereby preparing them for careers that encourage sustainable development. The school focused on four main subjects: public space, sustainable tourism, environmental education and organic agriculture. All participants really enjoyed their month in Vietnam, noting particularly their growth in confidence as a result of the trip. The skills gained during their time away can be applied in the future to a whole range of different areas, and promote the sustainable development of their own communities. Our thanks go to Irish Aid for funding and supporting this experience.

Finally, PEPY Empowering Youth’s Finance and Admin Manager, Konnitha, traveled to Scotland for ten days, in August 2015, to take part in the Findhorn Foundation’s ‘School of Youth’ program. This program combines outdoor activities with music, art and philosophy to create an innovative method of developing life skills related to the promotion of peace, sustainability and entrepreneurship. The trip involved a lot of new experiences for Konnitha, as it was her first time experiencing another country, and there were certain aspects which she found really challenging. However, it was a fantastic development experience for her and she came away with some lifelong memories. Thank you to the Findhorn Foundation for providing this great opportunity.
Scholarship Programme

In the academic year 2014, the Scholarship program entered its third year and we were very pleased to welcome 16 new students to Siem Reap, where they now follow university or vocational training programs. The following academic year commenced mid 2015 with 13 new students, some of whom were studying and some of whom were taking classes in Learning Center as a foundation year in order to gain access to the courses they wanted to attend in the coming academic year. Until now 50 students from Kralanh District have been supported to continue their higher education at university, regional nursing school, vocational training or provincial teacher training college. We are looking forward to welcoming 30 more new scholarship students in 2016.

Highlights

- 6 students (Sril Kimratana, Chin Chhunly, Tung Hama, Chhouy Ronoch, Touk Day, and Nhoeun Sakra) graduated from vocational training school named Ecole Paul Dubrule with a vocational training certificate.
- pioneer scholarship students have graduated from Build Bright University with a bachelor degree, and we are looking forward to congratulating some more students who will be graduating in the coming year.
- As a way to welcome the incoming students, an integration week was organized, the aim of which was to help all 13 students get to know each other and PEPY Empowering Youth. It was also important to give them an introduction to life in Siem Reap.
- In both years a Skills Fair was held in Kralanh in March at which numerous educational institutions and businesses were represented. The scholarship students had the chance to find out more about possible future career paths and make contact to potential employers.
- Over this period the 2013, 2014 and 2015 intakes of Scholarship students spent a week team-building, problem-solving and having a lot of fun at Jombok Hoas Adventure Retreat in Preah Vihear province. This was another great way for the students to learn and grow, whilst also trying out activities they have never done before.
- Scholarship students attended at least three Sharing Events that were held at Kralanh High School. Three inspirational Cambodian speakers in each event shared their experiences about vocational training, how to pursue their dreams, be original and overcoming bad experiences abroad with the audience and explained how they got to where they are today.
- The students from intakes 3 and 4 implemented 6 community payback projects with both primary and secondary school students, covering topics such as ‘Hygiene and Health’, ‘Dream and Goal Setting’ and ‘Leadership’. The students learned about the different stages of project planning, such as conducting surveys, data analysis, budget planning and report writing.
- The next academic year is soon to start and we are hoping to welcome 30 new Scholarship students to PEPY from Kralanh High School and Srei Snom High School.
- 6 out of 7 students who applied to study at vocational training school named Ecole Paul Dubrule passed the test and will begin their hospitality training later in 2016. One student will take the preparation class and hope to attend the full time course in coming year.
- Internally students are supported with meetings once per month where all students from all years come together to support one another and share experiences, house meetings for those who live together and mentoring / counselling for those in the center.
- Each quarter programs team staff work with the managers of those who are in work and check how things are progressing, often the students are complimented on their soft skills.
- Additional activities have included students being involved in organizing and taking part in Khmer Talks events, and receiving talks on “Young entrepreneur and responsible business” & “Self-Excellence” training, which encouraged those planning to set up their own businesses.
Challenges and Lessons Learned

- In 2015, due to amendments made by the government to Year 12 exams, fewer students passed their final exams and as such less students were offered Scholarship places.
- Some of the Scholarship students attend vocational training school, whose timetables sometimes clash with Learning Center times. As a result, it can be difficult to get in touch with these students to share important information with them.
- The first few months of the Scholarship program can be challenging until the students begin to grow in confidence.
- Government scholarships are often valued above PEPY scholarships, so there have been times when students have chosen to accept a government scholarship, rather than the full PEPY Empowering Youth scholarship.
- It was difficult for some students to complete their community payback projects as they were studying or working at the same time, and therefore had little time.
- In the coming academic year, we are hoping to have 30 Scholarship students from both Kralanh and Srey Snom High Schools, as this is a new part of our strategy we were a little delayed in implementing this opportunity and have therefore pushed back the deadline.
- We feel it is important to have more staff involved in monthly meetings and activities.
- Sometimes it can be difficult to visit the student’s workplace as their managers are sometimes busy and students can be hard to contact.
- Students should not rely on staff to find job opportunities and perfect their CVs and covering letters, but need to take responsibility for their own futures.

STATISTICS SNAPSHOT: Jan 2015 - Aug 2016
- Target age: University level (approximate age 18-22 years old)
- # of supported students: 50
- # of graduated students: 10
- # of students who got job: 29 (the rest of students are still learning)
From students to staff

Channa and Savoeng are two of the 2013 intake of Scholarship students, and they are both from Kralanh district. They moved to Siem Reap in 2013 to attend university and in August 2015, we were extremely pleased to welcome to the PEPY Empowering Youth staff team.

Channa:
Channa joined the PEPY Empowering Youth staff as the Scholarship Officer, a role which he does whilst also continuing his studies at Build Bright University. So far, he has settled into the job extremely well and he enjoys working more closely with both the staff and the newer students. The main aspects of Channa's work include providing the Scholarship students with counseling, teaching Youth Empowerment classes and conducting regular student meetings. Channa's employment here is not only a significant step in his personal and professional development, but is also an embodiment of PEPY Empowering Youth's vision, mission and goal – that is, to increase the percentage of Kralanh graduates accessing skilled employment. In the new academic year, Channa will manage another scholarship assistant. Everyone at PEPY Empowering Youth is extremely proud of Channa's success and we are delighted to have him on the team.

Kim Ann:
My name is Kim Ann. I am working at PEPY Empowering Youth as the Scholarship Project Assistant. I am so happy that I got the opportunity to work here because PEPY Empowering's youth vision, mission and core values fit my philosophy. I like working with young people because they are so creative, energetic and dynamic. Sometimes it's challenging but most of the time we have a lot of fun. I like the PEPY working environment very much because everyone is friendly, respectful, supportive and caring. We challenge ideas and we propose changes, but these are never taken against each other. The PEPY team members like to share ideas, encourage others to do the same and give people the chance to learn. Although I have just joined PEPY as a full time staff, I feel like my personality has changed a lot in terms of being optimistic, an encouraging teammate, and a hard working employee. I really love what I am doing now.
Aside from working at PEPY, I am also a 3rd year student at Build Bright University taking up Tourism and Hospitality. I chose this course because I like traveling, I am interested in learning about the history of the world, and I like knowing about ancient artifacts. Working and studying at the same can be tough sometimes, but it doesn't bother me that much, I can cope with it well. Now, I feel like I am already accustomed to the life of working during the day, studying during the night on weekdays and doing some volunteer work on weekends. I feel a sense of fulfillment when I help others.
My life today does not make me forget my past. I don't think I will be able to do the things that I love to do now if I didn't get the scholarship support from PEPY after I finished high school. Without the PEPY Scholarship Program, I might have just stayed at home or have migrated to work in another country like many young people in my community. I know that I will face a lot of more challenges in the future, but I will never hesitate to continue.
I will continue to pursue my dreams and look for the opportunity to study abroad. I will try my best to serve the community through my work at PEPY. I would also like to thank all the donors and supporters who helped PEPY make a lot of positive changes in the community. I wish that all supporters will continue to stay engaged with PEPY so that other young people who are eager to learn will receive the same opportunity like I did.
From students to staff

Savoeng:
Savoeng has taken on the role of Dream Project Officer and he is responsible for running our Dream Project at Kralanh High School. Like Channa, he does this whilst continuing his studies in Human Resource Management at Build Bright University. His main activities as Dream Project Officer include creating activity plans and detailed reports, organizing Skills Fairs and Sharing Events for the students, as well as coordinating with the Program Manager in Siem Reap. For the organization it is wonderful to see our students develop and achieve so much, and Savoeng is a huge inspiration to his peers and his community. Since Savoeng used to be a student at Kralanh High School, he has helped built great relationship between PEPY Empowering Youth to teachers and students there. PEPY Empowering Youth is extremely proud of Savoeng and we are sure that his success will continue long into the future.

Dena:
Dena is a 3rd year student majoring in Accounting and Finance at Vanda Institute. She joined PEPY Empowering Youth as an Admin and Finance Assistant in early September 2016. Prior to her current role, Dena worked as an Account Receivable Officer at Angkor Land Hotel. At PEPY Empowering Youth, Dena is responsible for checking all daily financial transactions and purchasing materials for the program team among other things. Dena felt very excited after receiving the job offer from PEPY. The first person that she shared the good news with was her mother. Dena is now able to do and practice her accounting skills while learning more both in school and at work.

Dena joined PEPY’s Dream Class at Kralanh High School back in 2014. There, she got to know one of PEPY Empowering Youth’s team members, Kimsru. She was inspired by Kimsru’s knowledge, commitment, experiences and personality. In Dream Class, Dena discussed many different topics related to setting goals, leadership, communication, and teamwork. In addition, Dena joined events organized by PEPY such as the Skills Fair, Sharing Events and the Exposure Visit to Siem Reap. Along the way, Dena learnt a lot from different people and felt strongly motivated to continue her education at university. She applied for PEPY’s Scholarship Program before she took her high school exit exam because she thought that it was the only way which she could get a higher education. Dena passed the exam and she was chosen to be a PEPY scholar as well. When her mother heard of the good news, she wasn’t able to stop her tears.

Coming to Siem Reap and sharing a house with friends who are from different areas was a very new experience for her as she never left home before. Dena felt a mix of excitement and nervousness during her first week, but she felt much better after the five-day integration program was finished. Dena studied hard at Vanda Institute as well as at the PEPY Learning Center. She was offered a job at Angkor Land Hotel right after she finished her second year at the Learning Center. She enjoyed her work there, but she always wanted to come back to join the PEPY team once the opportunity arrived. In July 2016, PEPY had a vacancy available for an Admin and Finance Assistant, Dena immediately applied and was selected after the recruitment was finished. She was delighted, she wanted to tell everyone that she could do it. One of her dreams has come true.

Dena is aware that her job requires her to be firm, accurate, and strict; therefore, she is committed to paying high attention to whatever she does. She will not only double but triple check her work before she sends them out. Dena hopes that she will become a good human resource for PEPY. Moreover, Dena will try her best to find the ways to give back and serve her own community and be a better place to live in.
Graduated Students
Students’ Corner

We strive to “work with, not for.” Collaboration is an essential part of our philosophy. We communicate regularly with students, both from Dream Class at Kralanh High School, as well as our scholarship students based in Siem Reap. In addition, we aim to stay connected with the Kralanh District community, including parents and the high school principal. We ask them about their dreams, goals for their future, and how our programs could help them make these a reality. Here are some quotes from those we work with.

Hello! My name is Sovong. I’m 20 years old. Nowadays I’m studying at Build Bright University. I got to know PEPY Empowering Youth when I studied in grade 12 in 2014 at Kralanh high school. I joined the Dream class program with Teacher Kimsru. I learnt about Smart Goals, Who Are You, How to Achieve Goals and Time Management. Next, I joined the Skills Fair and Sharing Event from PEPY Empowering Youth. The event showed me new options and gave me opportunities. I got information on a lot about jobs, scholarships, schools and other skills in Siem Reap province. After that, I completed the application to apply for a PEPY’s scholarship, which I passed! On 10th August, 2014 I moved to study in Siem Reap. After that, I started to study at the PEPY center. I study ICT, English and Youth Empowerment. In ICT class I learn about Word, Excel, PowerPoint, Photoshop, the internet, gmail and video design. PEPY supports me to study English at ACE and university. In the future I want to work with an NGO like PEPY, I want to help my community. I would like to say thank you so much to all staff and donors that do everything for us. I really…. love PEPY.

- Sovong

When I studied at Kralanh High School I didn’t know English, and I couldn’t speak English with foreigners or make good communication with other people, but now I study with PEPY. I have studied a lot of things like computers, I understand about how to use computer programs, such as Microsoft Word, that help me to write documents, Microsoft Excel, Email, and internet. I also study English at the PEPY Learning Centre with native speakers and now I can speak English with foreigners or other people. I also study Youth Empowerment class that teaches me how to be a successful person, effective communicator and project planner. Moreover, it can help me have good communication with other people. PEPY also supports me to study English at PUC University and then the next year I am going to study hospitality at Paul Dubrule. When I finish this school I will apply for a job. I am going to work in a hotel and I am going to continue studying at Vanda Institute. My major is Accounting and in the future I want to be a doctor.

- Mory

Sakkra is a scholarship student, now in Promotion 4, who recently finished his Restaurant and Bar course from Ecole d’Hôtellerie et Tourisme Paul Dubrule. Currently, Sakkra is working at Brown Café as a professional barista. Sakkra said that he really loved studying at Paul Dubrule because it is there where he gained the specific skill which he likes the most. Sakkra started working at Brown Café on the 1st of September and has since been enjoying himself at work. He is thankful that he studied and got trained in customer service, communication skills, and overall restaurant/café services which he is now doing as a career. Sakkra is one of PEPY’s scholarship students in 2015 that came from Kralanh, a town about 50 km away from Siem Reap. Kralanh is a rural area where people’s income depends on growing rice, vegetables or migration to another country. He is the second child in a family of six who showed a strong commitment in wanting to change their life. He attended the PEPY Dream Class program as early as Primary school and never missed a class. “Before joining PEPY Empowering Youth, I lacked soft skills even when I was already in high school. I didn’t have a clear plan about my life. My English was not good. After joining, I noticed that I have changed in positive ways. I was also able to improve my English, my knowledge about computers, the way I communicate with people, and my self-confidence,” said Sakkra.

Sakkra wants to be an English teacher, for him to share his knowledge with other students and to see them improve their English language skills. He also sees himself as an owner of a café where he can fully utilize what he learn from school and train other aspiring baristas and service staff as well to give them the same opportunity he was given.

- Sakkra
Through learning at the PEPY Learning Center for more than a year, I have gotten a lot of new experience and new knowledge from PEPY staff and also teachers from Ireland. I have studied many things in Youth Empowerment like leadership, critical thinking, time management, and skills that have improved my confidence and helped me get a good job like CV and cover letter writing. I have also improved my English and ICT skills. I think that all the topics I have learned are really important for me to be successful in doing a job later in my life. Before when I was in grade 12 at Kralanh high school, when the teacher asked me questions like what is your dream? What do you do in the future? I said I don’t know. But when I studied in dream class with teacher Kimsru and I learned more about this at the PEPY Learning Center, I understand all topics, and I got new experience and new knowledge. Especially the knowledge that I can do it. I really thank PEPY Empowering Youth Organization for investing time in being valuable and supportive to all scholarship students in their studies at University. I hope to bring my commitment and new knowledge, new experience and implement them effectively.

- Yoeung

My name is They, I study at the Polytechnic Institute School, and my major is Electricity. Now I live in Siem Reap and have been studying at the PEPY Learning Center for 1 year and 8 months, I have learned a lot of things at PEPY. Since studying at PEPY I am a new person and I can see the big world, because my ideas, institute and my knowledge has changed to be different from before. I made a lot of friends and met new people from my country and other countries, and I got a lot information and general knowledge to learn the new way of thinking. I believe in myself and that I can do everything that I want in my dreams. I know the power of thinking and I know how to set and achieve goals, my plan in the future is I want to be a public speaker and business man, because I can share my knowledge and can help people change like me.

- They

My name is Khoeut Sochea. I am a scholarship student of PEPY Empowering Youth. I am studying at Pannasastra University of Cambodia (PUC) majoring in International Relations. I chose to study this because I want to learn more about politics and how do countries communicate with each other. I am very interested with the subject, but it’s a little challenging because the course is in English. I am a Social Worker at Friends-International Organization (Kaliyan Mith) since June of this year. I wanted to work there because I wanted to help Cambodian children. My job allows me to work closely with children, parents and the local authority. I love to communicate with other people and travel to new places. I want to continue helping children, improve my English language skills and learn more about computers. As I am a scholarship student of PEPY Empowering Youth, I have learned a lot. I had a chance to study English; I had computer lessons and skills training which made it easy for me to find work. I also had the chance to go to Ireland for three weeks in an Exchange Program. I learned a lot from that trip. I had the chance to experience life in a European country and I am going to work hard to pursue a Master’s Degree in Ireland. I am now very active in local social activities as well, such as Khmer Talk and Barcamp. It feels good to learn from successful people who were once like us. For all these, I would like to thank PEPY Empowering Youth.

- Khoeut Sochea

My name is Chanra. I have been studying at PEPY Empowering Youth since 2014. My major is accounting and I study at the PEPY Learning Center. Here, I can learn English, Computer and Soft Skills, and I can get new skills and new knowledge. Before I came here I could not use a computer, but now I can use them to write reports, research assignments and read the news. With the English language, I can speak, listen and write. In addition, I learn soft skills such as critical thinking, problem solving, how to do presentations and how to build confidence. Finally, I have improved myself a lot, I am not shy like before and I am braver than before. Now I have a goal, I want to be the owner of a restaurant.

- Chanra
Events

Between January 2015 and August 2016 we organized a number of events. In April 2015 and March 2016, Kralanh High School hosted us for a Skills Fair, the aim of which was to create awareness of the opportunities open to students upon finishing high school. A range of higher educational institutions and businesses were represented at the event, so the attending students had the chance to speak directly with the representatives and ask any questions they may have had.

June 2015 and January 2016 saw PEPY Empowering Youth return to Kralanh High School for the Sharing Events with grade 12 students. The focus of this event was vocational training, the reason being its direct link with the scholarship opportunity offered by PEPY Empowering Youth. We invited a number of speakers to share their knowledge and experiences in the vocational sector with the students, in the hope that they would be encouraged to apply to our scholarship program in the future.

In July 2015 and June 2016, a group of students from grades 10, 11 and 12 from Kralanh High School took part in a study tour of Siem Reap. The participants visited a number of educational institutions, as well as the PEPY Empowering Youth Learning Center. The aim was to expose them to some of the opportunities available to them if they should decide to study in Siem Reap upon graduation from high school. In addition to these learning experiences and opportunities to see what is available in Siem Reap we try to ensure the students have many other experiences to help them become confident and well rounded. Over this period, we have also taken part in rock climbing competitions, the Angkor Half Marathon and 10k, fundraising quizzes and even took a trip to see our friends at Phare the Cambodian Circus.

Updates

Each quarter, we publish both a newsletter and quarterly report, which provide updates on our programs and activities. We also post two to four blog posts per month on our website.
## Managing our finances

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Donations</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Individual Donors</td>
<td>58</td>
<td>133</td>
</tr>
<tr>
<td>Median Donation Amount</td>
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<td>$ 100</td>
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<tr>
<td><strong>Income (US$)</strong></td>
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<td></td>
</tr>
<tr>
<td>Donations (Restricted)</td>
<td>$160,866</td>
<td>$ 62,871</td>
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<tr>
<td>Donations (Unrestricted)</td>
<td>$317,179</td>
<td>$ 69,388</td>
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<tr>
<td>Other income*1</td>
<td>$ 637</td>
<td>$ 26,193</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>*2 $478,682</td>
<td>$ 158,452</td>
</tr>
<tr>
<td><strong>Expenditures (US$)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Expenses</td>
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</tr>
<tr>
<td>Capacity Building</td>
<td>$ 968</td>
<td>$ 929</td>
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<tr>
<td>Dream Management</td>
<td>$ 9,215</td>
<td>$ 12,664</td>
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<tr>
<td>Learning Center</td>
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<tr>
<td>English</td>
<td>$ 9,561</td>
<td>$ 10,618</td>
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<tr>
<td>ICT</td>
<td>$ 8,487</td>
<td>$ 12,630</td>
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<td>Youth Empowerment</td>
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<td>$ 10,184</td>
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<td>Scholarships</td>
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<td>$ 52,722</td>
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<td>Management and General</td>
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<tr>
<td>Fundraising</td>
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<td>$ 24,952</td>
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<tr>
<td><strong>Total Expenditures</strong></td>
<td>$106,462</td>
<td>$ 141,437</td>
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<tr>
<td><strong>Excess of income over expenditure</strong></td>
<td>$ 372,220</td>
<td>$ 17,014</td>
</tr>
</tbody>
</table>

**Total Expenditure for 20 months is $ 247,899 USD**

*1 Refers to interest income and sale of old assets.

*2 2015 Total Income is higher as a result of Assets Transfer from PEPY International to PEPY Local NGO.
Thinking about the future

So far 2015 and 2016 have been a huge learning curves for PEPY Empowering Youth, as we have seen our first year in operation as an LNGO. We are really proud of what the organization and the students have achieved so far, and we are now looking ahead to the end of the year and beyond.

- We hope to see current Scholarship students maintain their success with their educations and careers.
- We will prepare for an expansion to Srey Snom High School for Dream Class in 2017.
- We will extend opening hours of Learning Center

- We will bring English classes back into Learning Center for new students
- We will continue to strengthen our educational partnership with ETNS in Ireland.
- We will continue to work hard with all partners and donors and strengthen our network of support.
- We will be recruiting for new staff to fill both current and new roles.
- We will keep building on the capacity of our staff.
- We plan to strengthen and expand our network of partner NGOs.
- We will be expanding our networks and looking for new partners, supporters, donors and friends.
- We wish to have more contact with Scholarship students already in employment, and their employers.
- There should be a strong student alumni so students can keep in touch with each other and PEPY Empowering Youth.
- We may vary the style of events offered at Kralanh High School so the students are exposed to a wider variety of career and education prospects.

Thank you so much!

We would like to take this opportunity to say a huge thank you to all of our donors and supporters who have made the last 20 months since the localization of PEPY Empowering Youth possible. Your support means that we can continue to support students from Kralanh with their education and preparation for the world of work. We would also like to extend a huge thank you to all of those who have been involved in making the localization process a success and bringing us to where we are today.

A big thank you also goes to the LNGO board and the international board, our staff team, volunteers, partners, and advisors who have provided their time and knowledge throughout the last eight months. And of course, a special “awkun” to the passionate and hardworking students, who inspire us to improve ourselves every day.

2015 and 2016 have been good to us so far and we hope to continue learning and growing into the next year. We look forward to working with you as 2016 closes and we move into 2017. Thank you for your continued support, you’re amazing!
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into
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Cumann Múinteoirí Éireann

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