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Letter from Executive Director

Dear friends, donors and supporters,

On behalf of PEPY staff, I am very honored to share with all of you the annual report for the 2016 – 2017 fiscal year.

It has been such a great year for us even though we faced many challenges. We feel very optimistic about our work for the coming year. A significant achievement this year has been a significant increase in the number of students attending Dream Management Class at Kralanh High School. The number of participating students increased from 173 to 273. However, we faced challenges with attendance rates as students took additional classes to ensure that they passed their high school exit exams but they still managed to join the dream class at least 3 or 4 times per month.

PEPY was also able to increase the number of scholarships to committed and bright students from the rural community of Kralanh from 13 in 2015 to 30 in 2016 - making it possible for students to continue their education at their “dream” schools in Siem Reap Province. Even when 30 PEPY scholarship slots were available it was not enough. Far more students applied than they were available slots and this made it very difficult for the selection committee to choose. Seeing students leave their homes to study in Siem Reap and work harder than expected really inspires the PEPY staff team to work additionally hard, as well. On their first day at the PEPY Learning Center the students were thrilled to see and use a computer. They could only manage two-fingered typing which was the same for me when I first used a computer at the age of 23. The biggest challenge we faced was that students couldn’t afford to buy their computer so they couldn’t do their homework. However, the ICT facilitator lent them keyboards so that they could practice their typing skills at home. The English class has been such a huge support for students in helping to improve their English. On the first day of the class, they could only answer three questions, “What is your name? How old are you? Where are you from?” However, by the end of the year, they can introduce themselves, their schools, community and their dreams in English to visitors from abroad. Youth Empowerment helped them build their confidence, their communication skills and their problem and critical thinking skills. Quite often when PEPY project officers meet with university lecturers, they comment that PEPY students have good communication skills, are confident working with other people and are respectful of others.

Regarding organizational development, PEPY has built and developed good relationships with other NGOs such as JWOC, Women Resource Center and Anjali House so that we can share and learn from one another and improve our work. With regards to Government agencies, we have a really good relationship with high school directors at both Kralanh and the 28 Makara High Schools. We have also received great support from the Provincial Department of Education Youth and Sports and the Local Authority.

We would like to express a special thanks to all our donors, Anna Reilly and Matthew Cullinan Family, the Keeley Family, the Horncrest Foundation, DPETNS, GoPhilanthropic, Irish Aid in Vietnam, the Harvey Family Foundation, our monthly donors, friends, Board of Directors, International Fundraising Committees, and PEPY family members, who believe in us and give us the energy to keep going. What we have achieved together would not have been possible without all of you, so a profound thanks from the bottom of our hearts!

Yours sincerely,

Rith Sarakk
-Executive Director, PEPY Empowering Youth
Dearest friends, donors and PEPY supporters,

I have been holding my role as chair board for several years and I could not be more proud of PEPY staff and students. I am very happy to learn what the staff and the students have achieved since they started with PEPY.

The success of the organization has contributed to the nationwide, not just limited to Krolanh, Siem Reap. The students graduated from PEPY scholarship program and other projects have obtained different jobs in and outside of their communities. Some of their work mean to support younger Cambodian you reflect similar needs to them. Many of them also became PEPY staff which creates a strong link between PEPY and the communities that PEPY is working with. I am even happier to see the students hold the importance of PEPY values and they have embedded these values in life and shared with their colleagues, friends and families.

PEPY has being working very hard to achieve its vision, mission and goals. The older students became role models for younger students. At the same time, the students also look up to PEPY staff and other inspirational people as their role models and motivational factors for them to succeed. The success of the students is powerful to increase people's desire for higher and greater quality of education for their children. These wonderful things would not happen without your kind support.

As the chair of the local board and PEPY representative, I would like to extend my thanks to individuals, donors, friends, and supporters. Your support in term of time, skills, and finance has helped PEPY to run its existing projects well. These projects have greatly contributed to the life changing experience for the students and staff. It enables PEPY to provide them the opportunities to reach their full potential in making their dream a reality. We are very much appreciated for your generosity, contribution, love, care, and commitment to support PEPY in any way you possibly could. We would like to thank you for your trust in PEPY as an organization. We will continue to give our best.

Please accept our sincerity and gratitude,

Khouth Sochampawatd
-Board Chair, PEPY Empowering Youth
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 12 months from September 2016 – August 2017. Our education programs in this period were focused on students from Kralanh district, a rural area around 60 kilometers from Siem Reap and Srei Snam. 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 and Srei Snam High School Graduates accessing skilled employment.
Board Members

Awatd (Board Chair)
A board member of PEPY Empowering Youth since 2013, Chamapawatd holds a bachelor degree in TESOL from PUC. She is currently working as a Consultant for Cambodia Living Arts Organization and provides training for young artists and scholarship students. She was also an education community development volunteer with Youth Star Cambodian Organization for twelve months in Prey Veng province.

Colm Byrne (Vice Chair)
Colm first came to PEPY in 2013. Since then, his school in Ireland (DPETNS) has established an educational partnership with PEPY. This partnership seeks to enhance the quality of education in both organizations. Colm was PEPY’s Capacity Builder from July 2014 to April 2015. Colm joined the board in September 2015.

Sopheap Doung (Treasurer)
Sopheap hails from Kralanh – PEPY Empowering Youth’s target area. She has been Human Resource Manager at Amansara Hotel since 2012. Prior to that, she was the Human Resource Manager at the Tara Angkor Hotel in Siem Reap, and for 3 years was also Accounts and Administration officer for the Wildlife Conservation Society in Siem Reap.

Ravy Vang - Member
Van Ravy holds a Master Degree in General Management and graduated with a bachelor of business administration from the University Of South East Asia (USEA). He is currently the director and project manager at Salarin Kampuchea Organization.

Samal Khath – Member
Mr. Samal is currently the Deputy Director of the Provincial Department of Education Youth and Sports in Ratanakiri Province. He made significant contribution to PEPY’s development and has greatly contributed to its success over the year.

Phoungmaly Nhean – Member
Ms. Phoungmaly has been working with the non-profit-sector for more than 10 years. She is founder and Executive Director of Rachna Satrei and a coordinator of Coordination Non-government Organization Network. The network has 148 members and promotes good governance and democracy for civil society. She holds a masters in General Management and Accounting.

Bunthann Kim- Member
Mr. Bunthann was born and grew up in Kralanh district. He has a BA and MBA in Management and he is currently a branch manager for Ming Wuoy Group at “Pedro” in Siem Reap. He is also Co-Founder of the Cycling Community Club in Siem Reap. He is passionate about supporting rural young people and their communities and making a difference in their future.

Sarah Brown – Member
Ms. Sarah Brown joined PEPY NGO in 2016. With her background in education, Sarah is passionate about everything she does. She is a great supporter of ethical and responsible travel. She is an ongoing contributor to development education. In 2014, Sarah co-founded Ayana Journeys, where she gets to spend her days designing experiential adventures for visitors to Cambodia.

PEPY staff

Education program:
DUTH Kimsru – Program Manager
OEM Manin – ICT and IT Coordinator
KEV Channa – Scholarship Project Officer
SKUT Savoeng – Dream Management Project Officer
KHLANG Kim Ann – Scholarship Assistant
PHONN Soury – English Teacher
BIN Chhunnay – ICT

Office team:
RITH Sarakk – Executive Director
SIEN Konnitha – Finance and Admin Manager
BY Dena – Admin and Accounting Assistant
CHIK Sokhum – Cleaner
What we do

Dream Management Project

Dreams are very important to us at PEPY Empowering Youth. Many of the students we work with are only exposed to limited possibilities for the future. We believe it’s important for young people to dream big and see how they can make their dreams a reality. Through our Dream Classes, we aim to nurture those big ambitions for their future and give them the resources and connections to take the necessary steps to realizing that future.

In Dream Class, young people are provided with a forum to identify and discuss their ambitions for the future and any challenges they may need to overcome. The classes provide career resources, mentoring, and group workshops. Successful Cambodian professionals make presentation to students, giving them exposure to different ideas and aspirations. Dream Classes are available to Kralanh High School students in grades 10, 11, and 12.

Scholarship Project

Offering scholarships to bright, young students is an attractive proposition. What better way to support education than ensuring young people are inspired and supported to continue their studies! PEPY Empowering Youth provides university and vocational training scholarships for students from Kralanh and Srei Snam. Recipients are supported with tuition fees, a bicycle, use of a computer, a living allowance and access to health care. Scholarship students also attend the Learning Center for additional training.

PEPY Empowering Youth scholarship project requires recipients to give back to their community during their studies by initiating a community project. Furthermore, the scholarship program works in concert with Dream Classes so that grade 10, 11, and 12 students receive support as they consider their options for the future. Indeed, almost 100% of our scholarship students came from Dream Class!

Learning Center

Graduation from tertiary education does not necessarily lead to securing a job. In 2013, the National Employment Agency in Cambodia conducted a survey with businesses in Siem Reap to identify issues within the labor market. They found that there was a chronic skills shortage among high school and university graduates. Employers were struggling to fill positions as graduates were leaving education without appropriate employment skills.

Key skills found to be lacking included soft skills such as leadership, interpersonal communication, critical and analytical thinking skills, problem-solving, and conflict resolution. Also lacking were hard skills such as proficiency in English language and Information & Communication Technology. Our goal is to support Kralanh and 28 Makara high school graduates in gaining further education and skilled employment. To do this, we’re providing 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 include:

- **English**: English classes go beyond the textbook curriculum to provide practical skills such as critical thinking through English.
- **ICT**: Communication through technology is really important to securing employment. Students learn industry-standard software applications including Microsoft Office in preparation for future employment.
- **Youth Empowerment**: For first year students, these classes aim to build confidence and skills in interpersonal communication, leadership, problem-solving, and critical thinking.
Where we do it

Initially, PEPY funded education programs throughout many parts of the country. 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. Our desires to improve local education and leadership shown by youth in the area helped us to put our energy into the Kralanh community. Since then, we have expanded our focus beyond Kralanh District to also include Srei Snam in order to achieve greater impacts by working with students across a numbers of districts.

Kralanh District is a rural region approximately 60 km from Siem Reap city in Siem Reap province, and in September 2016 we also expanded to Srei Snam which is about 80 kilometers from Siem Reap. The expansion to Srei Snam came from a needs-assessment of neighboring districts, discovering that students in 28 Makara High School didn’t have access to soft skills training. Also, there wasn’t an NGO working in youth development present to help with education. Therefore, with the support of teachers and the principal, 28 Makara High School became our latest area of focus. Both areas, with excess 80% of the population employing traditional farming methods, have a history of heavy migration to neighboring countries illegally.
Siem Reap, the major tourist hub in the Kingdom of Cambodia is facing economic challenges. The province is a major tourist destination, yet it’s still one of the poorest provinces in the country.

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 is also a lack of understanding about the value of education. The adult community itself would have had little education and values immediate income over education itself. Young people in rural communities continue to find it extremely challenging to find employment without a good education, including language, computer and soft skills. Coupling this with competition and recruitment difficulties creates many challenges when students seek to join the workforce after graduation from high school or university. Some of them chose to migrate illegally to other countries in order to earn an income to support family members. However, many who migrate for work face 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.

By providing educational and vocational opportunities for youth in Cambodia, they can have brighter futures for themselves and their families. Educating students can help empower the students’ families and community because they share their knowledge with their communities and give back through volunteering. Also, through education, Cambodians can take advantage of the growing work force here and not have to lose jobs to migrant workers or migrate to another country for unskilled work. Since 2015, through the ASEAN economic integration, Cambodia now enjoys free movement of goods, services, capital investment, and skilled labor within its member states. Cambodia’s membership with ASEAN has created positive opportunities. Low wages in Cambodia have attracted foreign investment and created job opportunities for Cambodians. For Cambodia, membership of 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 soft skills development, such as leadership, teamwork and project management. These skills combined with a good understanding of ICT and English, will be invaluable when it comes to searching for employments in the new competitive ASEAN market.

Cambodian Statistics
• Population: 16,204,486 (2017, CIA Factbook)
• Median age of the population is 24.2 years old (2017, CIA Factbook)
• 13.5% of the population live below the poverty line (2014, worldbank.org)
• Public spending on education is 1.9% of GDP (2017, CIA Factbook)
• Ranked 127th in the world for education (2015, World Economic Forum)

Sources:
• UNICEF: http://www.unicef.org/infobycountry/cambodia_statistics.html#80
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 goals 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**

In September 2016, we employed 3 new staff members. This is a total staff of 12 served 336 students. The majority of new staff were scholarship students at PEPY and they are full of positive energy, enthusiasm and they are passionate about helping the community. Even though we are now a local NGO, PEPY continues to receive support from friends overseas, board members and volunteers around the world who have continued to connect PEPY to different networks and funding sources.

During the fiscal year, 2016 – 2017 year, PEPY employed only one expat to help teach English while the rest were Cambodians. PEPY believes that in the future the whole organization would be run by Cambodians for Cambodians. Specifically, we would like to see PEPY scholarship students who would come back and run this organization - we anticipate and prepare for this future.

In the past, although PEPY worked with the local community in Kralanh district, many of our staff members came from overseas. As we grew and developed, we became aware that in order for the organization to have maximum impact and represent the community it serves, students who graduate through PEPY would one day be the best leaders for PEPY.

**Monitoring and Evaluation**

We recognize that monitoring and evaluating our programs and operations is important in learning from our experiences. Therefore, we monitor and evaluate our programs on an ongoing basis and we document successes and challenges along the way. We conduct an annual project reflection and an annual external audit to ensure financial efficiency and transparent use of our resources.

PEPY strives to improve at every level in pursuit of its Governance & Professional Practice Certificate (GPP). This is an independent assessment of good practice by the Collaboration Committee for Cambodia (CCC). Acquiring this certificate will be a great affirmation of PEPY and will motivate all stakeholders. At the end of 2016, GPP team came to perform an organizational audit, meeting with local authority, beneficiaries, the board of directors, donors, staff and the management team. We are delighted to report that following this initial assessment, we met with 90% of their GPP’s standard. We are committed to achieving our certificate.

**Teaching Methods**

We believe that motivated students are more likely to learn. We aim to work collaboratively, utilizing a variety of methods to encourage participation and learning, such as games, role-play, small-group learning and peer learning. At PEPY, we always say “we work with, not for”. Instead of telling students the answer, we create a learning environment in which students are encouraged to ask questions, share their personal ideas and study global issues. It is not easy to implement this with students who are used to only one way of learning for many years. Nevertheless, we are very optimistic with incremental progress because by increasing learning activities we believe great change 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.

In September 2016, PEPY was fortunate to welcome Kim Ann and Dena. Kim Ann, who had received a scholarship from PEPY to study a Bachelor Degree of Tourism and Hospitality at Build Bright University, joined PEPY as a scholarship project assistant. Dena, who had received a scholarship from PEPY to study a Bachelor Degree of Accounting and Finance at Vanda Institute, joined PEPY as an admin and finance assistant.

In August 2017, PEPY was delighted to welcome Ms. Duth Kimsru back to continue in her position as Program Manager, after a year in Ireland studying for her Master Degree. Moreover, PEPY also welcomed Ms. Phorn Soury who had received a scholarship from PEPY in 2014, as English language teacher. Mr. Pin Chhunnay, who had received scholarship in 2016, returned as ICT assistant. Soury and Chhunnay 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.

**Staff Capacity Building**

At PEPY Empowering Youth, we not only work on developing our students’ skills but also those of our staff. As an educational organization, we encourage everyone to develop and study the world around them. Staff members are encouraged to study courses related to their work and their future dreams.

This past year, 2 staff members received professional development training. Kim Ann KLANG attended a Youth Leadership Training workshop focused on Goal-Setting and project management skills. Other topics that were covered included creating a vision for self and mapping a clear roadmap for life.

Our Finance and Admin Manager, Konnitha SIEN and Dena BY, attended forums organized by an NGO named Collaboration Committees for Cambodia. The forum covered human resources, finance and tax training.

Manin continued to take English Classes at Pannasastra University. He also completed a communication for leader course provided the Civil Society Academy.

**Letters from Students to Staff**

“My name is Soury. I received PEPY scholarship in 2014 to continue my study at Panasastra University of Cambodia. I am extremely excited that I can join PEPY Family as an English Teacher. I love PEPY’s vision, mission, and core values especially PEPY’s working environment because everyone is so friendly, supportive and helpful. I am confident that I will learn a lot of every single staff and student. Through my work at PEPY, I strongly hope that I can help more young people from the rural community to achieve their dreams.”

Soury

“I am BIN Chhunnay. I joined PEPY at ICT assistant which means I work with all students who attend the ICT project to explore and learn more about technology. I am so excited that PEPY offered this job to me because I love teaching and technology. This is my first formal employment but I believe that I will do the job fine as most of PEPY staff members are very supportive. I promise myself that I will work very hard to reach my dreams and look for the opportunity to study abroad and develop my community through my work at PEPY.”

Chhunnay
Our Programs

During 2016/2017, the Dream Management, Youth Empowerment, Scholarship and Learning Center programs continued to transform the lives of young people in Kralanh and Srei Snam Districts. The following pages contain more detail information about these programs.
Dream Management Project

Highlights

• The number of students who registered and attended Dream Management Classes increased dramatically from 173 last year to 273 this year. This meant that Dream class was well-known among the students and they were aware of the importance of having dreams. PEPY found that most of them were female (68%) and they participated very actively in the class.

• 58 topics were covered over the year including: visualizing my dream, goal setting, self – discovery, giving and receiving constructive feedback, life-values, 7 habits of highly effective people, relating to others and study skills.

• Two sharing events were organized with invited speakers sharing their life journeys and covering a variety of motivational topics. These presentations inspired students to be more optimistic, to think positively about their futures and to commit to higher education. Each time there were at least 270 students and teachers in attendance.

• A mini-sharing event is a Dream Talk, where a speaker has specific skills in giving talks to a small group of students. Such events were conducted over ten times throughout the year. Speakers focused on IT, Accounting, Finance, Nursing, Tour Guiding, Management, Working in NGOs, Tourism and Hotel etc.

• A study tour was conducted at the end of school year by bringing 111 students who had high attendance rates and government teachers from Kralanh High School to visit various colleges, universities, a vocational training school and other organizations that students may attend in the future. This exercise helped students link their dreams to a future reality.

• At least 34 students were met individually and received monitoring/counseling to keep them on track with their goals as well as helping them solve the issues they faced in their studies and living.

• At least 12 students who attended Dream Class received scholarship opportunities from other NGOs not including PEPY.

Challenges and lessons learnt

• Dream Management Project is a supplementary activity to support students outside of their government teaching schedule. This presented challenges for the project officer to schedule dream classes for students during school hours. Students feel under pressure to attend extra tuition classes provided by government teachers, further limiting their opportunities to attend dream class.

• One of the objectives of the Dream Management Project is to engage teachers with Dream Class activities. However, this was not always successful as some teachers found themselves unable to participate.

• PEPY had planned to finish the Dream Management Training Manual by the end of August 2017. However, due to the busy nature of the Dream Class, this remains to be completed.

Story of Change - Hearng Sothearak!

Sothearak, a student in Kralanh High School, was an outstanding Dream Class Participant. Sothearak engaged with Dream Class from grade 10 to grade 12. It helped him learn about himself and what he wants in the future. Sothearak learned about goals setting, role models, communication, teamwork and leadership. He felt very confident and happy to volunteer and speak to large groups of people who attended sharing events. His speech focused on working hard in school and also attending the different activities in order to gain more confidence. Sothearak emphasized that he has the confidence to address the large group because he had spoken in front of smaller groups many times at Dream Class.

Statistics Snapshot: 2016/2017 academic year

<table>
<thead>
<tr>
<th>Target age: 15-18 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>When: 7 classes take place per week in free periods</td>
</tr>
<tr>
<td>Working with: Grades 10, 11, 12</td>
</tr>
<tr>
<td># of students enrolled: 273</td>
</tr>
<tr>
<td>Average attendance: 70%</td>
</tr>
</tbody>
</table>
Scholarship Project

2016 was the 5th year that PEPY organized the Scholarship Project, taking high school graduates from their rural communities to attend university or vocational training schools in Siem Reap Province. Up to 2016 PEPY had already supported 80 scholarship students.

Highlights
- 30 scholarship students (16 females), were selected from Kralanh and Srei Snam Districts to join PEPY program during the academic year 2016 -2017.
- PEPY conducted 5 Integration Days in Siem Reap to enable students to get to know each other. They visited new places, they built positive relationships, they discussed any concerns they may have had about living in Siem Reap and they problem solved together.
- Scholarship students chose different universities and vocational training schools based on their careers choices. 10 studied Accountancy and Finance at Vanda Institute, 7 studied Information Technology, Law and Tourism at USEA, 3 studied tourism and cookery at Paul Du Praul, 5 studied English at PUC, and 5 studied teaching at Provincial Teacher Training College.
- During this academic year, 27 scholarship students from promotion 1 to 4 graduated from universities, vocational training schools and teachers training college. They all now have jobs to do.
- 7 groups of students from Promotion 4 and 5 implemented the community pay back. Through this work, they learned how to research and communicate with local authorities as well as applying what they learned in university and the Learning Center.
- A group of students from Promotion 2 completed a 120 kilometer cycle to raise funds from friends, businesses and hotels to support the PEPY project. This event raised over 700 USD. Promotion 3 students organized a tree planting event in their own district. They planted over 1,000 trees along the national road No 68 to raise awareness of environmental protection.

Challenges and lessons learnt
- PEPY requires scholarship student to remain single until they finish their chosen course. However, in 2017 one female student forfeited her scholarship to get married.
- It is difficult for PEPY to keep track when students change work frequently. PEPY advised students to give commitment to their jobs, confronting the challenges of the job, and not to move so frequently.
- Scholarship student selection is a time consuming process. This has meant extra people being needed to bring this process to conclusion with people returning to their own work later.
- In 2016, PEPY extended the scholarship project to Srei Snam District. This further slowed down the selection process.
- PEPY encourages all scholarship students to meet monthly or quarterly and to stay connected. However, some students who have jobs cannot attend such meetings due to work commitment.

Story of Change – Chin Chhunly
Chhunly is now working for World Vision Cambodia as a Transformation Development Facilitator working with children, young people and local authorities to promote the value of education, health and youth development at community level. Chhunly really enjoys what he is doing now. Through his income, he can support him and also his sister to complete high school.

Chhunly received his scholarship from PEPY in 2013 and took the course at Paul Du Praul. Chhunly said that he was so happy to have been selected for PEPY scholarship. “I don’t think my family could have supported me with my higher education and there is no way I could have continued without PEPY scholarship.” said Chhunly.

Chhunly is now a very independent person. He is a good role model for young people. PEPY is so happy to see him in a position to support his community.

STATISTICS SNAPSHOT
- Target ages: 18-22
- Numbers of students: 80(F=43, M=37)
- Numbers of graduation: 37 (F=19, M=18)
- University: 16
- Vocational training: 20
- Nurse course: 1
- Numbers of students got job: 44
- NGOs: 15
- Companies: 25
- Government Job (teacher): 4
Highlights

- 53 students attended English classes this year. This can be a challenging class to teach as the standard of English taught at high school is very low, with student having poor grammar and very limited vocabulary. However, there was a noticeable improvement in students’ confidence and ability in speaking and writing after the first few months. Gradually, students became more confident speaking with visitors and native English speakers.
- According to teacher assessment and attendance records, average class attendance throughout the year was 90.76%.
- Over 95% of all homework was completed and submitted on time. The English teacher reported that students were well disciplined and showed great teamwork skills.
- At the end of the year, students took an exam to assess their standard of English and to see how far they have progressed. The exams comprised of writing, reading, listening and speaking elements. The overall result was very positive. All students passed and 30% achieved a very good score.

Challenges

- This year, students possessed a low standard in English requiring teacher to re-teach the alphabet and alphabet sounds.
- PEPY administered a placement test. This facilitated the formation of two student group. The division of students into two groups proved challenging and perhaps dividing students into three groups in the future will be more effective.

Story of Change

Choeurm Chhorlieang and Nhoeun Sakkra first joined PEPY with very low English skills. However, these two students were very committed to improving themselves, especially in English. They attended English class at PEPY regularly and completed every home work that was given.

At the end of 2016, these two students took a teaching assessment test as they wanted to be English teachers in the state school system. Fortunately, they passed the test and entered Regional Teacher Training Center in Battambang Province for two years. Both of them said that they would never have achieved their dreams without the great support they received from PEPY.
ICT at the Learning Center

Highlights

- 44 students attended ICT this year and the average attendance rate was 82.38%.
- Students started at a very basic level for the first few months. They spent a lot of time learning about computer basis as they had never had access to computers before. They practiced both English and Khmer typing skills. They then focused on learning about Microsoft Office, especially Word and Excel.
- During the second quarter, students learned about online communications, including email, facebook, linkedin, etc.
- Students learned Graphic Design using Adobe Photoshop, making different products including a business card. They also made advertisements, greeting cards and book covers.
- Students made video slideshows with pictures using Proshow Gold application to insert text and music focusing on their community projects.
- Students learned to create, to express themselves and to share knowledge and learning resources. They used a free website called weebly.com for making their blog.

Challenges

- Students attending ICT class during the academic year 2016 – 2017 had very limited or no experience with computer. This presented unique challenges for the ICT teacher, who had to be creative with his teaching methodologies.
- Slow internet speed made ICT teaching more difficult especially when students were online at the same time.
- Furthermore, students didn’t have a home computer. This limited their opportunities to practice ICT skills learned during class.

Story of Change

Thoeurn Chorm, a promotion 3 student, joined PEPY project in 2015. He always showed a keen interest in technology. Chorm was never absent from ICT class at the Learning Center. He wanted to be a teacher so PEPY spent a lot of time with him providing extra support so that he could achieve his dream.

In October 2016, he took the test to be an ICT teacher and he passed the test which was wonderful. Chorm will spend two years learning at Regional Teacher Training Center in Battambang Province. Chorm’s Family, his community and PEPY feel very proud of him. PEPY believes that Chorm will continue to work hard and become a great teacher and a great role for other young people. He will inspire many students to work hard in school.
Highlights

- Over the year, 25 topics, covering diverse areas of interest, were presented to 44 students who participated in the Youth Empowerment Project. The average attendance was 97%.
- During this time, students visited three organizations, Cambodia Living Art Organization, Journey Within Our Community, and a company named 60 Road Studios.
- A poem and story writing workshop was provided by Writing Through Organization to help improve English, critical thinking and enhance self-esteem.
- Additional classes included music, art and sport every week. Many students could play a musical instrument, especially guitar.
- A mini library was set up in October 2016.

Challenges

- During 2016-2017, soft skill training was provided to all students. However, non-scholarship students stopped attending after a few months because they got jobs.
- PEPY had hoped to recruit 30 non-scholarship students to attend the Youth Empowerment Project. 14 students applied.

Story of Change

Ley Sophean was a 2016 scholarship student. Sophean attended Youth Empowerment Project to improve her soft-skill. Moreover, she joined additional courses such as music, art, sport and she visited other companies and NGO work places. Sophean said, “One of the most enjoyable classes was youth Empowerment. I have learned a lot of new things - I was a person who lacked confidence, I felt scared when meeting and speaking with people for the first time and when speaking to groups. But now I can speak confidently. I could not have achieved this without PEPY.”
Overseas Experiences

The exchange program between PEPY and DPETNS which took place from 6th to 25th March 2017 in Donabate and Portrance Community Schools was such a life-long memorable experience for two PEPY scholarship students, Sithong and Thida and PEPY staff, Sarakk and Manin. Many different learning opportunities were created for both PEPY and the partner schools in Ireland.

School Principal, teachers, students and community representatives came to greet the PEPY delegates with the Cambodian flag just as they exited the airport. At the Primary School, our four visitors delivered lessons with Sithong and Thida taking the lead on many of the subjects.

The students from infant, junior and year 6 classes had lessons on life in Cambodia, Dream Management, the education system & the life of primary school students, religion, fishing tools and making paper airplanes. In addition to that, students, teachers and PEPY visitors joined together in some outdoor activities and played sports, and different games. They all really enjoyed every single minute that they spent together.

At the weekend, PEPY visitors and some teachers went exploring different tourist spots to find out more about the history of the cultural sites. PEPY team also spent some time at the Donabate Community College. The classrooms, lessons, curriculum and education system were very interesting for our visitors. The Principal, deputy principal, teachers and students were delighted to have the Cambodian visitors in their school and gave them such an amazing and supportive welcome.

The Cambodia Fun Run was a great opportunity for students from different classes and schools to come and celebrate diversity. All the runners represented different countries – Ireland, England, France, Spain, Italy, Germany, Nepal, India, Bangladesh, Thailand and Cambodia. Everyone really enjoyed running for different countries which demonstrated a sense of love and caring for others around the world regardless of race, colour or nationality.

The final week before returning to Cambodia, the PEPY team went to more schools – Francis Street, St. Paul's, and Balbrigan Education Together School to share lessons with students and teachers. They asked to have more time with them as the lessons provided were very interesting. The PEPY team also got the opportunity to meet with Irish National Teachers’ Organization (INTO) who are the main sponsors of the exchange. They shared with them all the many positive impacts from the exchange program so far. The INTO team were delighted to listen to the PEPY team and watched the videos they had made about the exchange activities.

The final thing the PEPY team did was meeting with the President & Dean of Education Department of Dublin City University, which is one of the biggest universities in Ireland, to explore further on how we can promote globalization in both countries through technology. The meeting went very well.

Above all else, the PEPY delegates had many amazing experiences in Ireland this year which they will never ever forget.
Graduated Students’ Corner

My name is Konhing. I received scholarship from PEPY in 2013 to study at Build Bright University. I finished a bachelor degree of Economics and Sciences of Agriculture with Crop production and marketing skills in July 2017. Beside of the university, I attended the training at PEPY Learning Center. This program helped me to feel motivated, brave, working hard etc.

I am currently working at World vision international in Cambodia as a Technical Project Coordinator for Youth. My main tasks include working with youth to provide training for youth leader, working with technical program officer and Area program manager and project partner to adapt the technical project implement to community context, leading reflection and learning of technical projects implement for ongoing feedback, improvement and preparing and compiling project model for child – well- Being report. I will continue to work hard in my job and help other youth to do well in their lives.

- Konhing

I am, now, working as a Computer Teacher and IT Technician at Journey Within Our Community Organization (JWOC). I am responsible for teaching kid and adult classes, interviewing the students and also maintaining all IT equipment. I joined PEPY November 11th 2013 as a scholarship student to continue my Associate Degree of Electricity in Siem Reap Province. From this course, I have learnt a lot such as AutoCAD program as design sketch, Electronics, electricity, how to fix Air-Conditioner, etc. After joining PPEY’s program I known myself that I have changed a lot like having more confidence, good team work, can communicate in English and get the job I like.

I think what I am doing now is in line with my dream because now I am studying at University of South-East Asia majoring in Information Technology and I am working as Computer Teacher & IT Technician. In the future I want to be professional teacher at university because I like teaching students and I want to shear my knowledge to others.

- Sitham PIP
Currently, I am working for Volunteer abroad with Voluntary Service Overseas (VSO) organization as an Education Project Assistant. My main tasks are to Strengthening Education Management (SEM) by working with sub-national level include Provincial Department of Education Youth and Sports (PoEYS), District Department of Education Youth and Sports (DoEYS) and School directors. I am one of two students who received scholarship from PEPY back in 2012 when PEPY piloted the scholarship project. I have now finished my bachelor degree majoring in Marketing in Build Bright University. There are many positive impacts happened to me and my family after I joined PEPY program. I can support other people in my family. I also can afford to study different short course to upgrade myself. Moreover, I have become a role model for other children at my own community. I am now trying to pursue my other two dreams. The first one is to become a Businessman and another one is to help improve the quality of education in the rural area. In the next 5 to 10 years-time, I wish I could have my own business.
- Ravy Vat

My name is Sam Phorn. I received scholarship from PEPY in 2015. Currently, I am teaching at a remote primary school named Poeung Chatt located in Banteay Srey District which is roughly 67 Kilometer from the Siem Reap city. Honestly, I feel really proud and amazed of myself because I could fulfill my dream. Moving back to 2015, I graduated high school, then I passed the PEPY scholarship which I felt extremely excited. Moreover, I passed to study at Provincial Teacher Training Center until to July 2017. I would say that I really love teaching students. Furthermore, I feel honored to be one of the PEPY scholarship students. My soft-skill like communication, teamwork, critical thinking and problem solving have been improved a lot after joining PEPY program. Being a part of PEPY, I feel very warm and I also feel like PEPY is my family because whenever I get sick, I receive a lot of cares from others. After 5 or 10 years from now, I see myself holding a bachelor degree of mathematic and continue my journey to be a high school teacher.
- Sam Phorn
## Spreading our message

<table>
<thead>
<tr>
<th>Social Media</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facebook Fans</td>
<td>4,643</td>
<td>4,798</td>
<td>5,514</td>
</tr>
<tr>
<td>Twitter Followers</td>
<td>2,680</td>
<td>1,454</td>
<td>1,454</td>
</tr>
<tr>
<td>Instagram</td>
<td>N/A</td>
<td>N/A</td>
<td>169</td>
</tr>
<tr>
<td>Video Views on YouTube</td>
<td>338</td>
<td>1,521</td>
<td>2,206</td>
</tr>
<tr>
<td># of Videos on YouTube</td>
<td>21</td>
<td>14</td>
<td>29</td>
</tr>
<tr>
<td># of newsletter subscribers</td>
<td>4,725</td>
<td>4,559</td>
<td>4,340</td>
</tr>
<tr>
<td>Website visits</td>
<td>17,256</td>
<td>31,342</td>
<td>31,279</td>
</tr>
</tbody>
</table>

### Social Media
- **Facebook**
  - www.facebook.com/pepycambodia.org
- **Twitter**
  - @PEY_NGO
- **Instagram**
  - pepy_cambodia
- **YouTube**
  - www.youtube.com/pepyride
  - www.youtube.com/c/pepyempoweringyouthorg
- **WEBSITE**
  - www.pepyempoweringyouth.org
- **LINKEDIN**
  - https://www.linkedin.com/company/pepy-empowering-youth
- **INSTAGRAM**
  - pepy_cambodia
## Managing our finances

### Donations

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Donors</td>
<td>58</td>
<td>133</td>
<td>85</td>
</tr>
<tr>
<td>Median Donation Amount</td>
<td>$ 35</td>
<td>$ 100</td>
<td>$ 100</td>
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</table>

### Income (US$)

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations (Restricted)</td>
<td>$ 160,866</td>
<td>$ 62,871</td>
<td>$ 87,507</td>
</tr>
<tr>
<td>Donations (Unrestricted)</td>
<td>$ 317,179</td>
<td>$ 69,388</td>
<td>$ 32,667</td>
</tr>
<tr>
<td>Other income*1</td>
<td>$ 637</td>
<td>$ 26,193</td>
<td>$ 12,389</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$ 478,682</strong></td>
<td><strong>$ 158,452</strong></td>
<td><strong>$ 132,563</strong></td>
</tr>
</tbody>
</table>

### Expenditures (US$)

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capacity Building</td>
<td>$ 968</td>
<td>$ 929</td>
<td>$ 1,620</td>
</tr>
<tr>
<td>Dream Management</td>
<td>$ 9,215</td>
<td>$ 12,864</td>
<td>$ 14,125</td>
</tr>
<tr>
<td>Learning Center</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>English</td>
<td>$ 9,561</td>
<td>$ 10,618</td>
<td>$ 18,602</td>
</tr>
<tr>
<td>ICT</td>
<td>$ 8,487</td>
<td>$ 12,630</td>
<td>$ 13,835</td>
</tr>
<tr>
<td>Youth Empowerment</td>
<td>$ 5,559</td>
<td>$ 10,184</td>
<td>$ 13,046</td>
</tr>
<tr>
<td>Scholarships</td>
<td>$ 52,494</td>
<td>$ 52,722</td>
<td>$ 60,323</td>
</tr>
<tr>
<td>Management and General</td>
<td>$ 6,192</td>
<td>$ 16,539</td>
<td>$ 13,377</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$ 13,986</td>
<td>$ 24,952</td>
<td>$ 13,134</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$ 106,462</strong></td>
<td><strong>$ 141,437</strong></td>
<td><strong>$ 148,062</strong></td>
</tr>
<tr>
<td><strong>Excess of income over expenditure</strong></td>
<td><strong>$ 372,220</strong></td>
<td><strong>$ 17,014</strong></td>
<td><strong>$ (15,499)</strong></td>
</tr>
</tbody>
</table>
Thinking about the future

PEPY feels very proud of what it has achieved during the academic year 2016 – 2017. PEPY never forgets about its future and its commitment to support young people from different areas who need support in order to reach their dreams and become good role models for their community. In the upcoming year:

- PEPY will pilot the High School English Project to help high school students learn English so that they will have a better foundation before they enter university.
- PEPY will extend the scholarship project to other pilot areas.
- PEPY will continue to improve its current policies and practices to ensure that the organization will meet the GPP standard.
- PEPY will review its current strategic plan so that it will be up to date and meet the needs of young people.
- PEPY will continue to maintain and strengthen its relationship with all beneficiaries, communities, government partners and donors.

Thank you so much!

We would like to take this opportunity to communicate a massive thank you to all our supporters who have made our work at PEPY during 2016 – 2017 possible. All your support is very important in order for PEPY to continue to support students from Kralanh and Srei Snam Districts so that they can access quality higher education.

A huge thank you to all the board members, staff, volunteers and partners who have provided time, knowledge and experiences to keep PEPY moving in the right direction. We also would like to give a special thanks to all passionate and hardworking students who have motivated and inspired us to keep working hard to serve more people in the community.

We would not have achieved so much during the past year without all your support. We hope that you will continue to support us and keep us motivated and energized to achieve even more in 2017 – 2018.
Partners and Donors