# Table of Contents

Letter from PEPY's Board Chair 2
Letter from Executive Director 3
PEPY's 2019 - 2020 News 4
Who We Are 6
What We Do 6
Where We Do It 6
Why We Do It 7
How We Do It 7

Student Community Outreach Program
  Dream Management Project 8
  Scholarship for Higher Education Projects 10
    Introducing the 2018-2019 Scholarship Students 12
  Food Response Project 13
Learning Center 14
  English Learning Project (ELP) 15
  Information Communication Technology Project (ICT) 16
  Youth Empowerment Project (YE) 17
  Learning Exchange Programs & Activities 18

Students' Corner 20
Sharing PEPY's Stories and News 22
2019-2020 Financial Overview 23

Get to Know Us!
  Board Members 24
  Meet our Team! 25
Future Plans for PEPY 27
2018-2019 Partners and Donors 28
Hello PEPY community,

I want to give a warm welcome to all of you reading PEPY Empowering Youth’s 2019-2020 Annual report to reflect on our exciting yet challenging year!

I am very fortunate and honored to be the new Chairman of PEPY Empowering Youth’s Board Committee, as PEPY is an organization that has been close to my heart since 2009. I am privileged to be part of an inspiring organization with passionate people who believe in what they do and wish to see positive and sustainable changes in Cambodia. PEPY is a community of people who want to see more young people given higher education opportunities, learn new skills, and chase their dreams.

Despite the challenges of the COVID-19 virus, the PEPY team worked very hard to ensure that our programs moved forward to achieve our mission of connecting more Cambodian youth with the skills, opportunities, and inspirations needed to reach their potential. The team also focused on maintaining our values of transparency, collaboration, accountability, plus learning and sharing with our partners and community through this crisis.

I want to share how proud I am that the Governance and Professional Practice (GPP) Body returned to evaluate PEPY and were very satisfied with PEPY’s programs and how we operate our organization.

Our other achievements include the Dream Management Project expanding to two new high schools and one new district in Siem Reap Province, giving more opportunities to even more students to chase their dreams. In fact, a total of 1175 students had access to topics such as goal setting, planning, and creative thinking in Dream classes this year!

When turning to our Scholarship for Higher Education (SHE) Program, we can see that there has been real growth. The program recruited 40 new students this year, the highest since the project’s inception. Despite this, over 100 scholars remained dedicated to learning, with 87% achieving a 3.0 GPA or above - a testimony to the PEPY team and scholars’ absolute commitment to education!

This year, our Learning Center Program continued to offer students growth in their soft skills. A highlight for the students was visiting some great locally-owned businesses operating outside of tourism and hospitality, which gave them a wider lens to see what is possible. In keeping with the theme of seeing what is possible, I am delighted to share that PEPY is planning a new Incubator Program, which will equip youth with the skills to be job creators! This Program’s mission is to offer revitalization and diversification to Siem Reap’s local economy and has come at a poignant time.

On behalf of the PEPY Board Committee and the PEPY team, I would like to sincerely thank you for your ongoing support and belief in PEPY’s work. We are incredibly grateful and appreciative and will continue to find ways to thrive and support youths’ futures.

Sincerely,

Choch Cho, Board Chairman
Letter from Executive Director

Dear PEPY friends and supporters,

I feel very honored to work with every team member at PEPY and all PEPY supporters, especially in the year 2020. COVID-19 has brought us a lot of challenges in terms of running our program. However, it also encouraged us to be more creative and brought more solidarity, love, and care to our organization.

At first, similar to organizations around the world, we faced several issues. For example, we had to revise our teaching plans and move our classes from in-person to online. This required our team to spend a lot of time to learn the best strategies to adjust the lessons. Many of our students, primarily at the high school level, did not have all the necessary learning materials like computers, tablets, or smartphones. Several scholarship students who worked in the hospitality, tourism, and education sectors lost their jobs as hotels, restaurants, and schools were closed. They did not have any income to support their living. Also, many students’ parents lost jobs that put them in an even harder situation.

Fortunately, with tremendous support from our donors and partners, we achieved many milestones and goals in our program implementation and community support initiatives. Our Dream Management team recorded video lessons and worked closely with government teachers to share them with high school students in our target areas. Our Scholarship of Higher Education team reached out to students who lost their jobs and provided them counseling and training to prepare them for other available jobs. Our Learning Center team worked tirelessly to ensure youths in our program had access to our online English language classes, soft-skill training courses, and computers. Our Partnerships and Development team kept all our partners and donors informed about any ongoing changes, while our Food Response team worked side by side with the village chiefs to identify and support the families that were impacted by Covid-19. Our support team, including Finance and Admin and Operations, worked even harder to make sure programs ran smoothly. All these great efforts that every single team member has put into their work inspired me a lot and it also brings great solidarity to PEPY.

While PEPY team has done so much during the pandemic, all of this would never be possible without our donors and partners. I would like to take this special opportunity to thank Pact Cambodia and USAID, Child’s Dream Foundation, GoPhilanthropic, SE Asia Foundation, Irish Aid in Vietnam, iHerb Charitable Foundation and CCAFO, Donabate Portrane Educate Together National School, Irish National Teachers Organisation, our monthly donors on GlobalGiving, and many other individual donors and friends who provided both financial and mental relief to our team members.

Your kindness, generosity, and support are very important to all of us at PEPY especially all students, youths, and families we work with so I am looking forward to partnering with you even more in the coming year.

Best wishes,

Rith Sarakk, Executive Director
PEPY’s 2019 - 2020 News

The PEPY team and community thrived through the many ups and downs that came with the pandemic this year!

Project Expansion

We expanded our Dream Management and Scholarship Projects to reach 4 schools in 3 districts. This has enabled us to grow our Dream Team by hiring Mara, a former PEPY scholar, to cover Kralanh’s high schools and transfer our ICT teacher Chhunnay to teach in Varin High School. In addition, Rattana Mai was also hired as our Scholarship Officer in October 2019, to support scholars in the Scholarship for Higher Education Project, including the 40 new scholarship recipients we recruited in 2019. The expansion has led to a solid and positive new partnership with Varin District school and local officials for both the Scholarship and Dream projects. The students and teachers have taken advantage of this opportunity and have been very involved and engaged in Dream classes and events.

Volunteers

PEPY welcomed several volunteers that helped us reach our targets in our programs. PEPY’s former Learning Center student, Phalla, was selected for an SE Asia Foundation scholarship to continue her TESOL (teaching English as a second language) studies, which requires her to volunteer for at least 200 hours. As a result, Phalla has been an assistant teacher in the English Learning Project since January 2020 and has been a great addition to the Learning Center team. Caleb arrived in February from the UK and supported us for 6 months in our Monitoring and Evaluation Department and English Learning Project classwork. Natalie, who also came in February, supported the curriculum development and lesson plans of our English Learning Project for 3 months. Since her exit, PEPY recruited two remote volunteers, Catherine and Louise, who have assisted in English lessons and conversations with our students remotely since July.

From June-August, PEPY recruited a Communications Volunteer, Voleak, to support our social media and website content, as well as translations. At the same time, our remote Communications Volunteer, Liam, helped edit reports and documents and outline a marketing plan for our new School for Scholar initiative. All of these volunteers were a great help to us as we transitioned to online learning and remote work due to COVID-19. We are very grateful to them for lending us their skills and energy in PEPY projects and our fundraising campaigns.

Staff and Board Changes

We said goodbye to board members, Ms. Sochampawatd Khouth, who served as the Board Chairperson since 2013, and Ms. Sopheap Doung who served on the board for over 6 years! We thank them so much for their time and service to the PEPY team and our students. We welcomed the new Board Chairman, Choch Cho, and new Board Treasurer, Sreyneang, in April of 2020.

In October of 2019, the PEPY team said goodbye and best wishes to our esteemed colleague Kimsru. Kimsru was our Programs Manager for 5 years, who ensured that the team and students were well supported and successful in their personal and professional endeavors. She moved to Phnom Penh to work in her family’s company Crystal Pharma as a Communications Director. We wish her all the best! Hoping to follow her legacy, Channa, our former Scholarship Project Coordinator, and Savoeng, our former Dream Management Project Coordinator, were promoted to be our new program managers.

In addition to these promotions, Manin, our IT and ICT Coordinator, was promoted to Operations Manager in January 2019. Kathryn, our Communications Officer, was promoted to be our Partnerships and Development Manager in January of 2019.
PEPY team also benefited from the temporary addition of Sreyleap! She joined our team from December to June as our Monitoring and Evaluations Officer. She helped improve and streamline our overall data collection systems in partnership with our volunteer Caleb and our program managers. Sipou, a former PEPY scholar and current IT student, was recruited to be our new ICT teacher in the Learning Center in November of 2019. Sipou played a key role in helping the Learning Center team adapt courses to various online applications ensuring that our students could continue their studies quickly and efficiently. Two PEPY scholars, Lada and Channra, were brought on as interns in July to focus on our Food Response efforts and provide additional assistance to scholars losing work due to COVID-19. Both Lada and Channra have been great additions to the team, supporting various projects and helping scholarship students stay optimistic in these challenging times.

**Staff Exchanges:**
Staff members had some incredible exchange opportunities this year. First, our Executive Director, Sarakk, participated in the Obama Foundation Leaders: Asia-Pacific Conference in December of 2019. Sarakk was one of 200 leaders selected from 33 countries for President Obama’s one-year leadership development and community engagement program. The program kicked off in Malaysia, where he networked and shared ideas with the other attendees. Our English Teacher, Soury, was selected for the University of Omaha’s YSEALI Academic Fellowship Program. She participated in a Civic Engagement program in the United States for 5 weeks from September-October 2019. She loved her experience in Nebraska, Washington, D.C., New York, and various other locations and appreciated what she learned from her peers. Lastly, new managers, Savoeng and Channa, went to Laos in November 2019 to meet with team members from the Laos Educational Opportunity Trust (LEOT) Organization to help them emulate our Dream Management Project and learn from our work.

**Policy Update:**
In January 2020, our Operations and HR Manager, Manin, worked alongside our Communications team to finalize our new Child and Youth Protection Policy. This was very important for us as we look to make our policies more comprehensive and actionable in our daily work. We drafted the policy after visiting multiple youth education and mentorship NGOs and organizations in Siem Reap and Phnom Penh to compare and improve our previous policy. We are proud of the outcome and determined to protect youth in any way that we can.

**Events and Campaigns:**
This year, PEPY had several events and campaigns that helped us reach our fundraising targets and expand our partnerships. PEPY officially joined GlobalGiving in December of 2019, increasing our reach to new supporters. While holding our first campaign on GlobalGiving, we hosted our ‘Our Story’ Art Event & Showcase in Siem Reap where talented Khmer youth, including our scholars and staff, performed or sold art at the venue Bambu Stage. We partnered with Genevieve’s Fair Trade Village and the Music for Everyone School so that they could feature their own artists. Through these combined efforts, we raised over $10,000. In March, we held a small event with Free to Shine, another impactful NGO in Siem Reap, to celebrate and acknowledge International Women’s Day. It was a fun event featuring local artists and amazing food provided by long time PEPY supporter New Leaf Eatery. Lastly, we participated in GlobalGiving’s matching campaign on July 15th where we raised over $25,000 (including matching funds). We are in awe of our supporters and PEPY community around the world that ensured our events and campaigns were successful so our team could focus on supporting our youth participants and their families during COVID-19.
Who We Are

PEPY Empowering Youth is a Cambodian nonprofit (NGO) focused on education and youth empowerment in the rural, remote, and underserved areas of primarily Siem Reap Province. PEPY has developed several programs that work together to increase high school graduation, higher education enrollment, and ultimately skilled employment. Our main programs are the Community Student Outreach Program (which includes our high school Dream Management Project and our Scholarship for Higher Education Project), and the Learning Center Program (providing high school graduates in Siem Reap access to our English Learning Project, Information Communication Technology (ICT) Project, and Youth Empowerment Project).

What We Do

Our Dream Management Project operates in 4 high schools located over 60 km outside of Siem Reap city. We teach a popular elective class that inspires and connects students to pursue higher education and skilled employment. We also showcase local job opportunities and required skills for the labor market while providing access to scholarship opportunities from many sources. In our Scholarship for Higher Education Project, we award higher education/vocational scholarships to dedicated but financially disadvantaged students that cover all their basic needs like living allowance, housing, health care (mental and physical), and tuition for the learning institution of their choice. Finally, we operate our Learning Center Program for first-year higher education and vocational students in Siem Reap designed to successfully prepare youth to enter the job market. The Learning Center is comprised of English, ICT (Information and Communications Technology), and soft skill classes, giving students studying in Siem Reap access to context-driven, critical-thinking-based instruction in areas that employers in Cambodia have noted to be the most important in potential employees, but are lacking in most public education settings. Learning Center students also have the opportunity to build their creativity and physical health through music, art, writing, yoga, and football classes.

Where We Do It

PEPY projects focus on developing Cambodian youth in rural and remote communities where investment in education and resources are low. Based on needs assessments that the PEPY team conducts in communities and support we are able to obtain from our donors, our high school Dream Management Project and Scholarship for Higher Education Project currently operate in Krualanh, Srei Snam, and Varin Districts which are over 60 km outside of Siem Reap city. We also recruit Scholarship for Higher Education scholars from Kampong Leaeng and Taing Kork Districts, located in Kampong Thom and Kampong Chhnang Provinces, with the support of one of our partners, iHerb Charitable Foundation. Our Learning Center Program, which provides higher education students skills development for up to 60 students a year (all of our 1st-year scholarship students plus additional students who apply to attend the center), operates from our headquarters in the city of Siem Reap.
Why we do it
Siem Reap, despite being a major tourist hub in Cambodia, is one of the poorest provinces in the country; most families depend on agriculture for their livelihoods and wages are insufficient. Children are often needed to help their parents earn an income, and are frequently kept home from school. Additionally, the pressure to make money for their families often leads to high numbers of high school dropouts who illegally migrate to Thailand, where wages for precarious jobs such as those in construction work are higher than in their own areas. In other countries, youth are frequently exposed to high risks and exploitation, as they are usually undocumented. More broadly, there is a lack of understanding in rural areas about the value of education; many parents and youth do not see the long-term benefits of education and instead focus on short-term gains through immediate income. 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 in terms of the quality of education. To address these issues, PEPY emphasizes the importance of increasing youths’ motivation to pursue education and empowering them while increasing access to it in rural areas. Our vision is young Cambodians having the capacity to pursue careers to improve the quality of their lives. Our mission is to allow skilled staff to work with young, dedicated Cambodians and connect them to the skills, opportunities, and inspirations needed to reach their potential. Our key goal is to increase the percentage of high school graduates in our target areas, accessing skilled employment.

How We Do It
We believe that the sustainable changes we want to see in the world are only possible if we invest time and resources in people. The inequalities that disadvantaged students in Cambodia face do not merely involve financial issues; they also involve social experiences, lack of accessibility to education and health services, and family/community attitudes towards education (including gender expectations!). As a result, lasting improvement to our students’ quality of life requires more than just the provision of living costs and school fees. By taking the time to learn about their interests, contexts, and experiences, PEPY ensures that they are receiving holistic, targeted capacity building opportunities that also build their confidence, interpersonal and time management skills, creativity, and motivation to learn and grow. PEPY Empowering Youth has learned through mistakes and incremental successes that investing time in a team of passionate, engaged leaders keeps all of us on the path to reaching our vision. Our team is based in Cambodia, where decisions are made on the ground so that Cambodian leadership can drive sustainable, relevant program development. To date, we have provided a total of 187 scholarships to students to attend university or vocational school, over 300 students have benefited from English, ICT and Youth Empowerment classes in the Learning Center, and over 2900 students have received encouragement in our Dream Management Project.
Many of the students we work with in rural high schools have only been exposed to a small range of possible futures. We believe it’s important for young people to be able to explore a multitude of opportunities, dream big, and see how they can make those dreams a reality. In Dream Class, 10th-12th graders in our target high schools are provided a forum to identify and discuss their ambitions for the future, and any challenges they may need to overcome. The classes, which include career resources, mentorship, and group workshops, run in partnership with local teachers that we provide training to. Successful Cambodian professionals along with current and former PEPY scholars present to our high schoolers, giving them new and different ideas and aspirations, and students are also made aware of various scholarship opportunities through our officers.

Of all of PEPY’s initiatives this year, the Dream project was the most impacted by COVID-19, limiting our team’s ability to provide lessons and support to youth. Rural youth have limited access to the internet and technology, making online learning very challenging to impossible. Through student and school interviews, we estimate that less than 50% of high school students have a computer and/or smartphone, and with families out of work, their ability to purchase internet cards is even more unlikely. Our team worked in close collaboration with local teachers to share sessions and lessons that we uploaded to YouTube. Determined students would share phones and computers with neighbors and friends to see the class content and obtain homework assignments through the schools. In addition, our Dream Officers would try to follow up with families and students through phone calls and classroom Facebook groups.

2019-20 Highlights

- The project was expanded to two new high schools, Sen Sok High School, in Kralanh District, and Varin High School, in Varin District. PEPY was very fortunate to gain an additional major donor focused on supporting our Dream and Scholarship projects in 2019 that chooses to remain private. Through their partnership, our expansion to Varin High School was made possible. Our continued partnership with Child’s Dream Foundation covered our expansion to Kralanh District’s Sen Sok High School.

- Student enrollment from our new schools, combined with higher enrollment rates than ever before from our existing school partners, Kralanh High School, in Kralanh District, and 28 Makara High School, in Srei Snam District, gave the Dream project a total enrollment of 1175 students! By the end of the 2nd quarter, 1051 students were attending Dream officer’s elective goal setting and personal development courses regularly, giving Dream project a retention rate of 89% before schools closed in March.

- 24 home visits were conducted and at least 27 Dream classes were held at each school covering topics like goal setting, future planning, creative thinking,
sustainability, and character development.

- **3 Sharing Events**, where inspirational speakers and professionals spoke to students, the schools’ staff, and the families, about investing in education and youth’s possible futures, were held at 28 Makara High School, Varin High School, and Kralanh High School. Overall, 1195 people attended the events, greatly exceeding our expectations.

- Higher education enrollment for the 2019 high school graduates in our target schools increased in 28 Makara High School by 17% and by 32% in Kralanh High School.

By the beginning of the 3rd quarter, in Mid-March, schools were closed, so no Dream programs/classes took place until the transition to online YouTube sessions started in May. Despite not being able to meet, students continued to follow their goal-setting plans, and overall, 86% of Dream students applied to at least one higher education institution or program. Dream Officers were able to introduce high school students to 8 different scholarship opportunities this year. Considering many families are reconsidering higher education as an option with Siem Reap’s collapsing economy, we are so glad to see that youth are working to reach their potential and invest in their future despite the ongoing crises.

**Challenges and lessons learned:**

- By the end of the year, many Dream students’ participation was low because of technology challenges and pressure from their families to work. In addition, without meeting with students in person and being able to take attendance, there was no way for Dream Officers to determine which students needed additional guidance or support outside of the Dream Class Facebook groups that were set up.

- The commitment of the Dream Officers’ teacher counterparts at the high schools was inconsistent. In some cases, we were not able to trust them to provide homework and conduct regular check-ins with the students and their families. We will be seeking more involved and reliable teachers for the next academic year.

- YouTube videos and social distance learning took away opportunities for group discussion in class and limited the content that Dream Officers could share with students this year.
PEPY supports students from rural/remote communities that are committed to continuing their studies past high school graduation but have very limited financial resources to do so. Our scholars come for our 3 target districts: Kralanh, Srei Snam, and Varin in Siem Reap Province, and in our partner, iHerb Charitable Foundation’s districts, Kampong Leaeng and Taing Kork, located in Kampong Thom and Kampong Chhnang Province. Scholarships include 3 years of tuition for a university/vocational institution in Siem Reap, housing, a bicycle/helmet, use of a computer, living allowance, and access to healthcare. During their first year of studies, scholarship students also attend PEPY’s Learning Center in Siem Reap.

Scholarship students are selected based on their commitment to learning and improving, their families’ commitment to their continued education, and their socio-economic background. These are evaluated by an impartial panel comprised of PEPY staff (and with our iHerb partners when applicable) through an application, interview stage, and community visit where the student, school, family, and local officials are all involved. This process is rigorous, but it ensures that PEPY staff are selecting the students who show dedication to continuing their studies while also being in great need of financial support.

2019-20 Highlights

• This year, the PEPY team was thrilled to recruit 40 new scholarship students! This is the highest number of scholars recruited in a single year since the inception of the project. It is a testament to the PEPY community’s incredible fundraising efforts around the world. 10 of the recruits are male, and 30 are female, continuing our annual trend of scholarship intake groups being at least 65% female. This is due to the majority of applicants being female and their demonstrated dedication to education in our high school programs and in the classroom.

• One scholar successfully tested into Battambang’s Teacher Training School and 2 first-years also tested into Siem Reap’s Teacher Training College. Both programs are very competitive and generally, youth, especially from rural communities, do not immediately achieve the scores required to attend the schools. In addition, 1 scholar tested into the government training program while another was accepted into the military academy. We are pleased that they have been allowed to go into these scholarship programs and see an increased level and diversity of opportunity.

• This year, the PEPY team, alumni, and scholars adapted quickly to the many programmatic changes and challenges brought on by COVID-19. By March 2020, almost all higher education institutions in Siem Reap closed in favor of social distance learning. Despite 102 scholars having to learn through tech, they remained dedicated to their class. Their attendance and grades remained consistently high, with 87% of scholars achieving a 3.0 GPA or above.

• PEPY’s team is currently in the pilot year of Varin High School’s Outreach Programs:

Scholarship for Higher Education Project

IMPACT STATS:

<table>
<thead>
<tr>
<th>Total scholars</th>
<th>187</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019-2020 Scholars</td>
<td>40</td>
</tr>
<tr>
<td>University graduates</td>
<td>71</td>
</tr>
<tr>
<td>of graduates employed</td>
<td>91%</td>
</tr>
</tbody>
</table>
Dream Management Project. The Dream team was pleased to see 36 scholars attend PEPY’s Sharing Event, showing support to the speakers and the students while bringing validity to the effectiveness of PEPY’s programs to our new target area.

- Although community payback projects were not possible this year with social distancing in place, many scholars volunteered on their own time with PEPY’s alumni-led organization, Youth of Cambodia, and first-year scholars took part in PEPY’s Youth Leaders in Action pilot project in the Learning Center where they worked in teams to initiate community development projects or small business start-ups funded by USAID and PACT Cambodia’s We Act Project.

Challenges and lessons learned:

Overall, we recognize that the scholarship project needs more staff. After 2020, we will have over 200 scholars and alumni. We need a point person for new students and recruitment, and a point person for alumni relations and professional support and networking.

- We continue to struggle with alumni engagement. Many of our older alumni do not attend meetings or stay in touch with staff when we need valuable insights or feedback from the PEPY community. We have worked on addressing this by identifying 3 alumni association leaders outside of PEPY staff who have time to put together alumni events and hold meetings. We still need key staff to focus on improving our relationship with older alumni to involve them in fundraising, mentoring, and events, but hope that this is a good first step.

- Our alumni reported that they need increasing technical support in job-seeking (i.e., more effective CVs) and IT to be competitive nationally in this intense market. We are looking to enact programs and training to better support alumni in their goal of diversifying and improving upon their current skills. We need staff with more training and experience to ensure that our programs are effective and adaptable to the needs of current and future students.

- Scholars and alumni are losing their jobs as a result of the economic collapse brought on by COVID-19. The number of unemployed scholars and those with reduced salaries peaked at 59 this year. We recognize and are preparing for more challenges ahead as we anticipate a slow tourist season at the end of 2020. We are planning to consider relaxing our geographical restrictions so that scholars can pursue opportunities in other regions of the country. Similarly, there was an increase in high school students facing pressure to drop out of school as many family members lose their jobs or sources of income in neighboring countries. We need to boost the outreach of alumni and team members to show rural communities that education is still a viable investment and that it builds resiliency through these challenges.
Scholarship Students
2019 - 2020

Chhong Tong
Ly Nkarin
Sukun Nisar
Meng My
Ngan Samean
Rom Sreyouch
Vin Ravit
Phai Nory
Doeung Sochea
Nheoum Pisal
Keo Saorak
Kan Sokhit
Binh Omph
Voeun Hon
Mao Morn
Oum Reaksmea
Pat Mesa
Chhab Hing
Soeut Set
Oeurt Nimol
Thoeub Seavlyu
Tabb Saokun
Than Sreyry
Chan Solin
Ham Seangheng
Sith silica
Phai Soknat
Inh Rin
Don Channy
Loem Sokleak
Lon Chhorvy
Mao Teav
Torn Sliyan
Im Sophea
Sour Tangkea
Hok Leakena
Ly Kimnoing
Chhorn Dalis
Ton Raka
Hav Youda
Outreach Programs:

**Food Response Project**

COVID-19 greatly impacted the Cambodian economy and the opportunities available to Khmer youth and their families. With many of our students’ parents working in neighboring countries, the border shutdowns meant that a significant number of parents would no longer have an income. This issue was in conjunction with many of our scholars and alumni losing their jobs in industries reliant on tourism and schools. In addition, many families take out loans and the banks expect monthly payments regardless of families’ current situations.

In order to ensure that our scholars and high school students would be able to continue their education, we provided intervention to families with low food security in our target areas. Since May, we have provided emergency packages, water filters, and seeds to families to provide immediate and moderately sustainable responses to the growing food crisis. PEPY scholar, Lada, is our Food Intern who is overseeing this project and working with community leaders and PEPY scholars in order to identify more sustainable economic and food resources for our communities. So far, we have tried to expand government resources, support the development of gardens, and small scale chicken farms.

Next year, we will work to find more proactive rather than reactive solutions to this ongoing economic crisis.
Scholarships alone are not enough to ensure that students are comprehensively prepared for the labor market and life in general. Additionally, graduation from tertiary education does not necessarily lead to securing a job. In 2017, 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 were chronic skills shortages in high school and university graduates, namely: soft skills such as leadership, interpersonal communication, and critical thinking, problem-solving, and conflict resolution skills; linguistic abilities, namely in English; and Information Technology capacities. Our goal, in response to these skill gaps, is to support our students in gaining the tools and knowledge that prepares them for skilled employment. Our Learning Center classes go beyond the lessons at universities and vocational schools. While all of our Scholarship students attend these classes, the center is also open to non-Scholarship students who are studying in Siem Reap and demonstrate a need for capacity building.

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

English: a course that supplements students’ university English language classes by going beyond the textbook curriculum to provide practical linguistic skills, such as critical thinking and student-centered strategies to increase motivation.

Information Communication Technology (ICT): Media communications and technology are increasingly important in securing jobs. Students learn industry-standard software applications, including Microsoft Office, Canva, and online communications, in preparation for future employment.

Youth Empowerment (YE): These classes aim to build confidence and skills in interpersonal communication, leadership, problem-solving, project management, and critical thinking. Students are also taught CV and cover letter writing and interview technique workshops to help prepare students for their career paths. Additionally, they engage in discussions about world issues and the international community, especially the UN Sustainable Development Goals.

IMPACT STATS:

- 219 Learning Center graduates
- 86% Retention rate
- 32% rate of improved hard skills
- 28% rate of improved soft skills

Learning Center Program

English Learning Project (ELP)

After students completed their entry exams, they were initially separated into three classes based on their language proficiency. The classes were very even this year, with 21 students starting in the Chimpanzee class (lowest level), 21 in the Dolphin-class (medium level), and 20 in the Parrot class (highest level). This distribution made it possible for the ELP staff to work with the students effectively and intensively early on.

PEPY’s English language classes also benefited from the many volunteers and visitors who supported the class. During the first quarter, Steve Scena, a teacher introduced to PEPY through the Writing Through workshops PEPY students participate in every year, patiently taught pronunciation to students when their English was still very limited. In the second quarter, Natalie, a teacher originally from the UK, and Phalla, a former PEPY Learning Center student studying to become a teacher, joined the class as lesson plan contributors and volunteers. At the same time, the Writing Through team provided a “Change” workshop to the students for them to explore creative writing and thinking in the classroom.

When classes moved to online learning, two more volunteers, Cat and Louise, were recruited to support students’ conversation skill development. In addition, the PEPY team hosted the 5th annual Irish Teachers Exchange online, where students learned from Irish teachers on various cross-cultural topics for three weeks in July. PEPY’s long time friend from Ireland, Nadine Ferries France, also provided a workshop on mental health called “Mind Matters” for students to help them gain coping skills. The team was very grateful that the students did not have to miss out on some of PEPY’s most popular exchanges despite COVID-19.

Teacher collaborations, the PEPY team’s dedication to working with students, and workshops contributed greatly to students’ self-confidence in English conversation. At the start of quarter two, 47% of students felt confident about using English in conversation, and by the end of the year, that number reached 64%. The English language classes also successfully improved students’ English language comprehension from 50-71% despite half of the year being held online with many internet connection challenges.

Challenges and lessons learned:

Through student feedback at the beginning of the year, the team learned that they would like more mentoring sessions and learning sessions that are more intimate and focused on improving their conversation. Knowing this, the team worked hard to bring more volunteers into the program this year to focus on English conversation and will continue to do so going forward.

3 weeks of class delays as the team moved classes to online learning, illness, and poor internet connection affected students’ attendance, the classes’ retention rate (participants fell from 61 to 56 by September), and their ability to partake in the sessions. As a result, their English comprehension scores are lower than planned, and the team hopes to make up for it by working with the same group of students through December.
This year, the project started well with Sipou, a PEPY scholarship student studying IT, joining the team as our ICT Teacher. He was eager to get the 59 students in his class excited about learning IT and seeing the benefits of technology in their lives. The team made sure to incorporate more student and alumni feedback so that the Learning Center course topics are related to the current demands of the labor market and are of interest to current students. They found that most participants felt like Microsoft Office is the most applicable application to their careers. As a result of their feedback, we adjusted our lesson plans to cover the application more in-depth for our current students.

During the first two quarters, the courses covered included Microsoft Powerpoint, Word, Excel, email, and internet security. Students also incorporated their soft skills development in the class by giving PowerPoint presentations and receiving feedback. After a successful first two quarters, COVID-19 hit, and schools were shut down. After the PEPY team realized that schools would not reopen for some time, we worked quickly to adapt our courses to online platforms.

By the time we were able to switch to online learning in the third quarter and start classes, 54 students were attending courses every week, and we ended the year with 52 committed students. All students were provided tablets by our partner iHerb Charitable Foundation to continue participating in classes from their homes. Although learning through tablets presented many limitations for ICT class, our team worked hard to adapt the courses. Between the first quarter pre-test and third quarter check-in test, students’ exam scores improved marginally from 69% to 74%. Although the team planned for students to reach a higher proficiency level in ICT, the team’s expectations had to be lowered as many of the applications we planned to cover could not be included via tablet.

The overall attendance of the course was 88% at the end of the year, showing students’ commitment to learning and our team’s ability to translate lessons to a new medium. Between the many outreach efforts of our team to listen to former and current students, 64% of students responded that they were still very interested in the course despite the learning and teaching challenges brought on COVID-19. The team has decided to keep students on until December, rather than holding graduation in October, in order to make up for the content that they had to miss due to online learning.

Challenges and lessons learned:

The ICT class faced several major issues that impacted the course. Many ICT class plans were changed or simplified because 86% of students do not own a computer. Smartphones and tablets gave students the ability to learn some tasks with videos and reading, but they have limited functionality. The team plans to increase computer access for the next academic year in the event of the center having to shut down again.

COVID-19 has caused the team to recognize that PEPY’s introductory ICT course is not enough to prepare students for the competitive job market. The team acknowledges that the project needs to be expanded and more intensive in order to prepare youth for careers involving ICT. To do this successfully, we need staff who have the skills and experience to lead this initiative.
This year, the YE class held 15 Introduction to Business classes, and over 15 courses and workshops despite the challenges of COVID-19 impacting the course in the third quarter! Some of the most notable include PEPY students and alumni joining in Women Resource Center’s ‘Campaign to end violence against women and girls’ with peaceful protests and an awareness campaign, a hygiene workshop from Reproductive Health Association of Cambodia (RHAC) and first aid workshop during quarter one, and a visit from motivational speaker Kong Pheaktra from Elite Translations.

Before the Learning Center class had to be switched to online, the students had the fantastic opportunity to visit two great companies: Speak Like Khmer and Batia Sarem Gallery. Speak Like Khmer is a team of Khmer language teachers and several of them are former PEPY students or scholars. Students got to visit their office and look at ways that Cambodian’s have developed businesses outside of the tourism and hospitality industry. In the Batia Sarem Gallery, students got to look at local Cambodian artists, were inspired by their work, and discussed that pathways to success do not always have to be conventional.

The PEPY team wanted to ensure that student’s voices were heard, so they collected feedback on what activities they felt were important to their development. They cited outdoor events, visiting speakers, and company visits as key to building their communication and networking skills. As a result, the team endeavored to provide speakers to students during our period of online learning which led to PEPY’s We Talks sessions on Zoom being incorporated into the Introduction to Business class. During the lockdown, 11 speakers from across the country spoke with students about leadership, entrepreneurship, and career preparation. Before the lockdown, students were provided with ample soccer and yoga classes to focus on team building, communication, and positive mental health.

PEPY began a partnership with the USAID-funded PACT Cambodia’s We Act project which enabled us to launch the Youth Leaders in Action Project at the Learning Center. There was a focus on sustainable development goals (SDGs) during the first two quarters to make sure that environmental activism and planning would be integral to students’ projects and planning. PEPY students were able to work in 10 groups to develop a community development or business start-up proposal through the training and support of the PEPY team. 5 groups (including an agriculture business project, local tourism group, booksellers, etc.) received funding after the first round of pitching their concepts, and the other groups will have a second opportunity to receive funding in the later months.

Challenges and lessons learned:
With so many partnerships and expectations being put in place during this year, it was a challenge for PEPY staff to find time to mentor and support students one on one early on. The PEPY team looked at how the course scheduling may need to be changed to allow more time to focus on alumni and current students more effectively. Teaching soft skills is already complex and difficult, and PEPY teachers had to alter or scrap many lessons that would not work on a online learning platform. Many planned soft skill training had to be put on hold since they required students to be in the same space and to observe body language. Although attendance was consistent, only 25% of students expressed high confidence to speak in public, which the team feels is a reflection of online learning and the lack of presentations and workshops we were able to put on this year.
Learning Exchange Programs & Activities

Education Research Project with Leibniz Universität Hannover (University of Hannover, Germany)

This year, PEPY organization partnered with the University of Göttingen and University of Hannover to conduct an education study in our target communities. Researchers, Claudia Schupp, Friederike Lenel, and Esther Gehrke, wanted to determine all the barriers to education that are impacting rural youth to help organizations like PEPY better address them. PEPY was given the resources to bring on local staff members to support the universities’ outreach and data collection. This includes Nita, Sochampawatd, Saru, Sochea (a PEPY scholar), and Chaktorong (a PEPY Learning Center graduate). COVID-19 impacted their study and the time that researchers had in the field this year. We look forward to staying in touch with them and working with them in the future to ensure that they are able to complete their work.

Concord River Institute Exchange

From August 14th-16th of 2019, PEPY had the pleasure of hosting Concord River Institute for the second time for our culture exchange program. Concord participants were paired with Learning Center students while visiting Angkor National Museum, Angkor Wat, and the students’ homes. After viewing statues in the museum, a research project of Cambodian history of art was put together by Concord for our Learning Center students. We thank Concord River Institute for partnering with PEPY to develop an enriching exchange for their participants and our students to learn about different cultures.

Where There be Dragons Exchange

In November 2019, PEPY Learning Center’s recent graduates had an enriching cultural exchange with Where There Be Dragons students. Where There Be Dragons provides cultural immersion programs for youth from various countries by bringing them to multiple countries to gain experiences and insights of different communities and ways of life. During their visit to PEPY, the students interviewed each other, played interactive games, and taught each other different dances from their cultures. The students enjoyed each other so much, the fun continued into lunch where they sat together and shared more about their lives. We hope Where There Be Dragons students will bring these stories home with them so that their communities will learn about Cambodian youth and will be inspired to learn more about Cambodia’s culture.
Writing Through
During February 2020, PEPY Learning Center students participated in Writing Through’s creative writing and poetry workshop. For 4 years, Writing Through’s team has come to PEPY to help students and staff gain skills in developing their imagination, critical thinking, and English listening/writing. This year, the theme was ‘Change’ and the lessons were co-facilitated with 4 PEPY staff members. Students wrote poems in groups and individually and were excited to present their finished products to each other at the end of the weeklong workshop. PEPY team and Writing Through love seeing how quickly the students rise to every occasion to be creative and share their ideas and the workshops’ poems were a great reflection of that.

Different Ships, Same Storm, Photography Project
In the summer of 2020, seven of PEPY’s 2018 scholars participated in Packard Collegiate Institute’s writing and photography exchange project called Different Ships, Same Storm. This project aimed to bring young individuals from several countries together to share their stories and experiences of COVID-19 through photos and writing. Students from South Africa, US, Israel, and Cambodia had a chance to take part in an online story exchange via Zoom where they could talk to one another. Lada Ly, one of the PEPY scholars who participated, said, “I really like this project because it shows me that even though we are from different parts of the world, we can still know and see what it’s like for everyone else living in their own homes during this time. Furthermore, we can be friends with each other despite our race, gender, age and where we come from.”

6th Annual Irish Teacher’s Exchange
Even COVID-19 could not stop this exchange! The 6th Annual Irish Teacher’s Exchange was held virtually in July this year. Returning teachers Micheál, Aoife, Jenny, & Aíne worked with our team and students to provide English lessons covering World Geography, songs, and learning about the education system in Ireland. The sessions were held regularly for three weeks with participants learning about each others’ culture, life experiences, and interest in education. We look forward to hopefully being able to hold this exchange in person again next year, but are grateful that this year’s students did not have to completely miss out.
Students’ Corner

My name is Lida Chhea, and I received PEPY’s scholarship in 2017. I come from a very big family of eight members, and my parents are farmers. When I was in high school, I used to work as a construction worker during the break, so I could earn some money to buy school supplies.

It was life-changing for me when I received the scholarship from PEPY. I was able to take classes at the Learning Center, such as computer and English classes. I really enjoyed learning English because knowing another language is important and essential for me to work professionally. English class also helped me to know about other people, cultures, and skills that I can apply in many contexts for the rest life.

I was honored to join a STEM event in Phnom Penh as a PEPY scholar. It was very insightful to learn about other scholarship opportunities and see amazing projects conducted by other students. My favorite activity at PEPY was the exchange program with students from overseas that was engaging and enriching. Preparation is so important so that someone is ready to do something with their life. PEPY helped teach me valuable skills, prepare me for university, and inspire me to pursue my dream. If you want to prepare for a successful life both in university and later on in life, PEPY is the right place for you.

- Lida Chhea

My name is Solin Chan, and I am from Kralanh District. I was a PEPY Scholarship recipient in 2019, and now I am majoring in Accounting at Vanda Institute. I am very happy to be a part of PEPY because my family did not support me to get a higher education. I did not expect to finish high school and thought that I would have to work as a waitress in a restaurant because I did not have a lot of experience and could not speak English very well.

PEPY’s Sharing Event [held in Kralanh High School] changed my view of the future. When I heard speakers share their experiences about themselves and their successes, I was motivated to pursue my dream. I was most inspired by speaker Set Hatha. She told us, “Don’t be afraid to start over again. If you fall, get back up, and don’t give up on your dreams.” Her words motivated me to persevere and face challenges with a strong determination. PEPY became my second family when I left home to pursue education. In supporting me to study at university and giving me good advice, PEPY makes my dream come true, guides me to achieve my goals, and encourages me to be optimistic.

I am able to see this whole other beautiful world, which makes me hopeful that my community and my country will have more educated people working together toward development and improvement.

- Solin Chan
My name is Sithong Pip. I was a PEPY Scholarship Recipient in 2015. Before I got to know PEPY, my expectation for my future was empty. I did not know what I was going to school for and I had no goals or dreams. I went to Ireland for three weeks in the exchange program provided by PEPY, and that was a new experience in my life. I was excited to fly on an airplane for the first time and experience the cold weather and see the beautiful view of Dublin Airport. The people there were kind and friendly, and the teachers were skillful and encouraging.

I spent the second week at Donabate Community College where I got to learn about their classrooms, lesson preparation, curriculums, and education system. I found their science class very intriguing when I saw their students performing different experiments. It was a very enriching trip for me to see and experience Irish culture and its education system. I would like to say thank you so much to all of PEPY’s donors who are always supporting us. I really appreciate their donations, which have taken me so far in life and made a real change in Cambodia. After receiving guidance from PEPY, I learned that I love computers and now I have a dream that I will be a computer expert in the next five years.

- Sithong Pip

My name is Sreyrov Loeuy, and I am from Kralanh District. I was a PEPY Scholarship Recipient in 2016. In November 2019, I graduated from Vanda Institute with a Bachelor’s Degree in Accounting. I am now working as an Accountant. I expected to become a teacher, but PEPY’s Project Manager, Mr. Channa, gave me a book about job marketing that made me interested in studying accounting.

PEPY had a big impact on my life because I was able to acquire the skills that could take me this far. I learned how to write my CV and cover letter and was confident in my interviews. My favorite activity when I was at PEPY Learning Center was the Exchange Program with Irish teachers because I could learn with new teachers and also discover new and different experiences through them. I was excited to meet new teachers and communicate with them in English. We shared our Khmer dance with them, and they taught us Irish dance.

As an alum, I have been involved with tree planting projects for the community, and I have explained to my neighbors the importance of education and inspired children in my village to stay in school. For what I have received from PEPY, I want to give it back so that other Cambodian youth will have a chance for a successful life.

- Sreyrov Loeuy

My name is Loeur Loah, and I am from Srei Snam District. I received a PEPY Scholarship in 2018. I am now studying at Pannasastra University and majoring in Teaching English as a Second Language (TESOL). When I heard that I received a scholarship from PEPY, I was excited and hopeful for my future. My parents supported me to get an education, but our family is struggling financially. Without PEPY, my family would not have been able to support my university education.

I first arrived in Siem Reap not knowing anything about the city, and I felt confused, but I was excited to know more people and see new things. Every class was really important, but PEPY’s Youth Empowerment class made me more confident. I was able to share my opinions, and people respected what I had to say. In addition, I got to learn a lot of lessons, such as presentation skills, communication skills, time management skills, money management skills, and public speaking skills. I love sharing and working with youth, and I would like to work for an NGO or a school in the future. PEPY pushes students to become successful and have a better future. PEPY is our chance.

- Loeur Loah
# Sharing PEPY’s Stories and News

<table>
<thead>
<tr>
<th>Social Media</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Facebook Fans</td>
<td>6,962</td>
<td>9,703</td>
<td>11,076</td>
</tr>
<tr>
<td>Twitter Followers</td>
<td>2,809</td>
<td>2,803</td>
<td>2,787</td>
</tr>
<tr>
<td>Instagram Followers</td>
<td>258</td>
<td>655</td>
<td>846</td>
</tr>
<tr>
<td>Video Views on YouTube</td>
<td>6,689</td>
<td>5,646</td>
<td>4,060</td>
</tr>
<tr>
<td>YouTube subscribers</td>
<td>73</td>
<td>127</td>
<td>283</td>
</tr>
<tr>
<td># of newsletter subscribers</td>
<td>4,159</td>
<td>4,110</td>
<td>3,673</td>
</tr>
<tr>
<td>Website views</td>
<td>22,848</td>
<td>14,233</td>
<td>----*</td>
</tr>
</tbody>
</table>

*This year our insights page through Google Analytics was not working properly and did not record the website views, and we could only access the data for the current month. We will work on this to make sure we do not face the same issues next year.*
# 2019-2020 Financial Overview

## 2019 Financial Information

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Individual Donors</td>
<td>63</td>
<td>105</td>
<td>69</td>
</tr>
<tr>
<td>Average Donation Amount</td>
<td>$1520</td>
<td>$1491</td>
<td>$1548</td>
</tr>
<tr>
<td>Median Donation Amount</td>
<td>$100</td>
<td>$20</td>
<td>$25</td>
</tr>
</tbody>
</table>

## Income (US$)

<table>
<thead>
<tr>
<th>Source</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restricted (Grants, Donors Requests)</td>
<td>$133,067</td>
<td>$206,326</td>
<td>$247,319</td>
</tr>
<tr>
<td>Unrestricted</td>
<td>$43,229</td>
<td>$77,626</td>
<td>$47,273</td>
</tr>
<tr>
<td>Other Income (investments)</td>
<td>$10,389</td>
<td>$11,240</td>
<td>$10,310</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>$186,685</strong></td>
<td><strong>$295,193</strong></td>
<td><strong>$304,902</strong></td>
</tr>
</tbody>
</table>

## Expenses (US$)

<table>
<thead>
<tr>
<th>Category</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Capacity Building</td>
<td>$788</td>
<td>$3,209</td>
<td>$5,067</td>
</tr>
<tr>
<td>Community Student Outreach Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dream Management Project</td>
<td>$27,026</td>
<td>$26,557</td>
<td>$43,629</td>
</tr>
<tr>
<td>Scholarship Project</td>
<td>$81,169</td>
<td>$99,607</td>
<td>$106,143</td>
</tr>
<tr>
<td>Learning Center Program</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>English Learning Project</td>
<td>$15,069</td>
<td>$15,428</td>
<td>$18,493</td>
</tr>
<tr>
<td>Information Communication Technology (ICT)</td>
<td>$16,390</td>
<td>$39,893</td>
<td>$19,427</td>
</tr>
<tr>
<td>Youth Empowerment (YE) Project</td>
<td>$14,787</td>
<td>$16,929</td>
<td>$24,986</td>
</tr>
<tr>
<td>Management and General</td>
<td>$21,407</td>
<td>$27,208</td>
<td>$19,472</td>
</tr>
<tr>
<td>Communications and Fundraising</td>
<td>$18,981</td>
<td>$25,089</td>
<td>$20,593</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$203,771</strong></td>
<td><strong>$253,920</strong></td>
<td><strong>$301,746</strong></td>
</tr>
<tr>
<td>Excess of Income over Expenditures</td>
<td><strong>$ (17,086)</strong></td>
<td><strong>$ 41,273</strong></td>
<td><strong>$ 3,157</strong></td>
</tr>
</tbody>
</table>

## 2019-2020 Financial Expenses by percentage

- Program Costs: 85%
- Staff Capacity Development: 2%
- Overhead/Admin Costs: 13%
Get to Know Us!

Board Members

Mr. Choch Cho is a new PEPY Board Member who was selected to be our Board Chairman in 2020. Cho became involved with PEPY in 2009 after meeting PEPY’s founder and joining the team as an intern. At the time, PEPY tours were still operating as PEPY’s partner company and they gave him the chance at this dream job, a Trip Leader and Facilitator. PEPY Tours afforded him the opportunity to travel and go abroad to Singapore and the USA during his 4 years on the job. After leaving PEPY, Cho went on to start his own property management business in 2015, called Siem Reap Property Services as well as an outdoor travel company called Local Trail Adventures in 2018. Cho always hoped to stay involved with PEPY stating “I left PEPY physically but my heart never left.” For Cho, PEPY represents his values and his dream towards improved education and development for Cambodia. He believes each of us has to play a role and contribute to community development. As PEPY’s new Board Chairman, Cho is excited to give his time and expertise to help PEPY expand and invest in youth’s business enterprise initiatives.

Sarah has served on the Board of PEPY since February 2017 and is currently the vice-chair. She is originally from the UK, but has been living in Siem Reap for nearly 10 years. Before arriving in Cambodia, she studied languages and literature at university, before beginning her career in education. Sarah’s first job in Siem Reap was working with PEPY Tours, PEPY Empowering Youth’s sister social enterprise, and has remained a passionate believer and supporter of PEPY’s work ever since. During her time in Cambodia, Sarah has nurtured a passion for ethical learning journeys and in 2014 she co-founded Ayana Journeys, a specialist travel company offering responsible, educational adventures primarily to young travelers. Through this work, Sarah has been able to connect numerous visiting schools and university groups with PEPY, creating cross-cultural learning opportunities for young people, and funding support for PEPY.

Mr. Chum Lout has worked with different international NGOs for over 10 years. He completed his Bachelor's degree in English in Chiang Mai, Thailand, and has been trained on Project Management, design, and Monitoring and Evaluation, with some short courses on new educational pedagogies for moral education. Lout previously worked for PEPY in 2010 on an older community development program before the organization transitioned to its current model. He now works with Kampuchean Action to Promote Education in Cambodia (KAPE) by facilitating the New Generation School Program with Public schools (the reforming Program of Cambodian Ministry of Education of Cambodia). Lout is thankful to PEPY donors, board members, supporters, and friends who help the young Cambodian generation to have a future job and better living standards. He hopes to see students continue their skills development in English, ICT, and soft skills in the Learning Center while they attend their higher education studies.

Mrs. Sreyneang became a PEPY board member in April 2020. She first became involved with PEPY in March 2012 as an Accountant for PEPY Tours, a social enterprise supporting PEPY’s programs. She then followed her dream of working in accounting, finance, and taxation in Phnom Penh in 2016. She always hoped to continue being a part of PEPY’s efforts to support students from rural areas to get higher education. With years of experience in both the private and public sectors, Sreyneang has so much to offer as the Board Treasurer. She hopes that her knowledge and experience will contribute to achieving PEPY’s missions and goals, and is happy to be a part of PEPY’s family again.

Ms. Sokha has been a PEPY board member since February 2018. Sokha has an extensive background in business. She brings over ten years of experience working in the hotel industry and two years experience in the real estate industry, as well as a Master’s Degree in business. Serving on this board is important to her because she wants to see a future where young Cambodians are able to enjoy a higher standard of living. She believes that education creates opportunities for self-growth and leadership. While serving on the board, Sokha wants to do what she can to help young people and ensure that Cambodian youth can achieve a better standard of living through their professional endeavors. She believes that education will grow their future and is especially dedicated to helping girls find success.
**Meet our Team!**

**Management Team**

<table>
<thead>
<tr>
<th>Sarakk Rith - Executive Director</th>
<th>Konnitha Sien – Finance and Admin Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sarakk has been committed to PEPY since 2008. He initially joined the team as an English teacher when PEPY was registered as an INGO. He worked his way through various positions and left briefly in October of 2014- September of 2015 to work for Plan-International. He has served as the Executive Director of PEPY since September 2015 supporting the localization and the major program changes of the organization.</td>
<td>Konnitha joined the team in September of 2010 initially as a Finance Officer. She has excelled as a Finance and Admin Manager since September 2012. She enjoys PEPY's focus on transparency and accountability and loves being a part of a community with integrity.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Manin Oem- Operations and HR Manager</th>
<th>Kathryn McDaniel- Partnerships and Development Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manin was first recruited to PEPY as an IT Officer in November 2012. Manin supported PEPY in various roles and tasks and was recognized for all of his work by being promoted to the Operations and HR Manager in January of 2020.</td>
<td>Kathryn joined the PEPY team in July of 2019 as a Communications Officer. Since taking on the role, she was promoted to her current position in February 2020 continuing to support PEPY’s communications, PR, and fundraising.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Channa Kev- Learning Center Manager</th>
<th>Savoeng Skut- Community Student Outreach Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Channa is a former PEPY Scholarship student who was recruited to be a Scholarship Project Officer in 2015. He has been dedicated to PEPY and earned his way to the Learning Center Manager position in September 2019.</td>
<td>Savoeng is a former PEPY scholar who wants to help youth realize their dreams through PEPY. He started as a Dream Management Project Officer in 2015 and now oversees the Scholarship and Dream Management Project as a Manager since September 2019.</td>
</tr>
</tbody>
</table>

**Office and Administrative Staff:**

<table>
<thead>
<tr>
<th>Sokpheaktra Thy – Accounting and Admin Officer</th>
<th>Sreyleap Soth- Monitoring and Evaluation Officer</th>
<th>Rattana Mai- Scholarship for Higher Education Project Officer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sokpheaktra is a former PEPY scholar who first joined the PEPY team in November 2017 as an Accounting and Admin Assistant. In 2019, she was promoted to her current role.</td>
<td>Sreyleap worked as our Monitoring and Evaluation Officer from December 2020 to June 2020 helping synthesize and improve our data management systems.</td>
<td>Rattana was recruited to be our Scholarship Project Officer in October 2019, supporting 187 scholars during his first year.</td>
</tr>
</tbody>
</table>
Dena By – Dream Management Project Officer

Dena is a former PEPY scholar who started working at PEPY in 2016 as an Accounting and Admin Assistant. She changed departments and started her current role in September 2017 to help students realize their dreams.

Mara Chek - Dream Management Project Officer

Mara has been the Dream Management Project Officer for our Kralanh District high school partners since October 2019 ensuring that youth can access resources and tools to continue their studies.

Chhunnary Bin - Dream Management Project Officer

Chhunnary is a former PEPY scholar who started as a PEPY ICT Teacher in 2017. He has been the Dream Management Project Officer of Varin High School since September 2019 inspiring youth to think green and dream big.

Chaktokrong Chhly - Data Collector

Through our partnership with Hannover University, Chaktokrong, a former Learning Center student, was brought on as a Data Collector with PEPY in October 2019.

Sipou Chhoeunh - ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Soury Phonn – English Teacher

Soury is a PEPY scholarship student who has successfully improved 100% of PEPY students’ English language speaking and comprehension as our English Teacher since September 2017.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sokhum Khik – Cleaner

Sokhum has been ensuring that PEPY Office is a safe and clean environment since September 2014.

Kim Ann Khlang – Youth Empowerment Project Officer

Kim Ann is a former PEPY scholar who joined the team as a Scholarship Assistant in 2016. She has since been promoted and has been giving youth confidence and energy as a Youth Empowerment Officer since December 2018.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sokhum Khik – Cleaner

Sokhum has been ensuring that PEPY Office is a safe and clean environment since September 2014.

Kim Ann Khlang – Youth Empowerment Project Officer

Kim Ann is a former PEPY scholar who joined the team as a Scholarship Assistant in 2016. She has since been promoted and has been giving youth confidence and energy as a Youth Empowerment Officer since December 2018.

Soury Phonn – English Teacher

Soury is a PEPY scholarship student who has successfully improved 100% of PEPY students’ English language speaking and comprehension as our English Teacher since September 2017.

S soury Phonn – English Teacher

Soury is a PEPY scholarship student who has successfully improved 100% of PEPY students’ English language speaking and comprehension as our English Teacher since September 2017.

Kim Ann Khlang – Youth Empowerment Project Officer

Kim Ann is a former PEPY scholar who joined the team as a Scholarship Assistant in 2016. She has since been promoted and has been giving youth confidence and energy as a Youth Empowerment Officer since December 2018.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sokhum Khik – Cleaner

Sokhum has been ensuring that PEPY Office is a safe and clean environment since September 2014.

Kim Ann Khlang – Youth Empowerment Project Officer

Kim Ann is a former PEPY scholar who joined the team as a Scholarship Assistant in 2016. She has since been promoted and has been giving youth confidence and energy as a Youth Empowerment Officer since December 2018.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sokhum Khik – Cleaner

Sokhum has been ensuring that PEPY Office is a safe and clean environment since September 2014.

Kim Ann Khlang – Youth Empowerment Project Officer

Kim Ann is a former PEPY scholar who joined the team as a Scholarship Assistant in 2016. She has since been promoted and has been giving youth confidence and energy as a Youth Empowerment Officer since December 2018.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sipou Chhoeunh – ICT Teacher

Sipou is an amiable PEPY scholar who was recruited to be our ICT Teacher in November of 2019.

Sokhum Khik – Cleaner

Sokhum has been ensuring that PEPY Office is a safe and clean environment since September 2014.

Kim Ann Khlang – Youth Empowerment Project Officer

Kim Ann is a former PEPY scholar who joined the team as a Scholarship Assistant in 2016. She has since been promoted and has been giving youth confidence and energy as a Youth Empowerment Officer since December 2018.
Future Plans for PEPY

This year, COVID-19 has had a profound impact on the PEPY community, staff, and students. We quickly adapted to online learning courses and different outreach techniques while our alumni and scholars were losing their jobs, and families in our target communities were losing faith in their children's education leading to sustainable income. Going forward, 2020-2021 will be a year of helping rural youth re-engage with education in partnership with local schools, and improving upon our existing programs to better prepare youth for a more challenging economy and job market. These changes include but are not limited to:

- Continuing our partnership with PACT’s USAID funded We Act project to support our Learning Center and our new Incubator Program. In order to equip youth with the skills to be job creators as well as job seekers, PEPY team will be bringing in additional staff and expanding our offices to run a social enterprise incubator in Siem Reap. The purpose of this program is to help revitalize and diversity Siem Reap’s local economy, providing more jobs to the community while giving youth the opportunity to run their own start-ups.

- Expanding our existing ICT course to Future is Bright library and club, with the support of several new donors based in the United States and through our new partnership with Global Giving. We recognize for youth, computer literacy and access are one of the greatest barriers to quality education. Since computer labs do not exist in local universities, we have decided to step up and provide alumni, scholars, and other PEPY participants with a computer library so that they will be able to access computers and online training courses in Khmer and English. We will encourage IT inclined youth to hold weekend sessions to work together to improve their coding and web design skills. In addition, we will be looking to bring in IT mentors to work with interested youth and help them improve their skills during workshop sessions.

- In addition to the Future is Bright Library, we are committing to hire team members with more advanced IT skills and IT teaching skills to support our current Learning Center projects and our Incubator Program. We will be looking to expand our curriculum and work in partnership with local universities to help develop an ICT curriculum that will better prepare youth for various career opportunities.

- Continuing to support our Youth Leaders in Action Project’s business start-ups and community development projects. We will endeavor to connect our former Learning Center students with the networks and workshops for them to have the best chance of having a successful business or community outreach project.

- Seeking partners for our School for Scholar initiative. Currently, teachers and students from both school groups and youth organizations around the world visit the Learning Center to participate in learning exchanges or activities. We want to expand on these existing relationships so that there an be even more structured and impactful initiatives between PEPY and the universities, colleges, and organizations that come to visit our center. We hope that youth can interact before and after the visit and that partnering schools can host awareness campaigns and events that will generate funds to support additional scholars attending the center.

- We will continue to assess and help increase the food security of families in our target communities. PEPY team wants to ensure that youth are still able to come to school and are healthy enough to do so. Investing in sustainable garden and agriculture projects helps ensure that families facing unemployment are at least not worrying about their next meal.

- Lastly, once international travel is more accessible for our students and team, we will look at resuming our international exchanges with our partners in Ireland, like DPETNS, and our new partners, NOREC.
2019 - 2020 Partners and Donors