



Annual Report

September 2020 - August 2021



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Empowering Youth

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Our Team

Letter from PEPY's Board Chairman

Hello wonderful PEPY community,

I would like to take this opportunity to give a warm welcome to PEPY Empowering Youth team and highlight our recent work in 2020-2021 through our annual report. This year, we reflect on the hard work that PEPY's team has done



while we share some of the challenges we have faced as an organization throughout this global pandemic.

It is such a privilege and I am very honored to be the Chairman of PEPY Empowering Youth's Board Committee, as PEPY is an organization that changed my life

in many different ways. In fact, this wonderful organization has been close to my heart for the past decade.

Everyone at PEPY is truly passionate about youth education, community development, and sustainable changes in Cambodia. Our mission is to connect Cambodian youth with the skills, opportunities, and inspirations needed to reach their potential so that they are able to chase their dreams.

Despite the challenges of the ongoing COVID-19 situation, the PEPY team has been working very hard, in fact, harder than ever, to run the programs as smoothly as possible to achieve our mission and goals. The team also focused on maintaining our values of transparency, collaboration, accountability, plus learning and sharing with our partners and community throughout this crisis.

A total of 1139 students have been participating in The Dream Management Program's Dream Classes and had access to topics such as goal setting, planning, and creative thinking this year. Also, 30 students received full scholarships from us for a university or vocational school in Siem Reap, while 60 students have successfully graduated

from our Learning Center and 21 young entrepreneurs graduated from YISI's Program. Keeping so many youths on board, despite the inability to work with them in person for the majority of the year, is a great achievement.

On behalf of the PEPY Board Committee and the PEPY team, I would like to sincerely thank all of our donors for their ongoing support, trust, and belief in PEPY's work. We are incredibly grateful and appreciative and will continue to find ways to make a positive future for Cambodian youths.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Choch Cho', with a stylized flourish at the end.

Choch Cho, Board Chairman

Letter from Executive Director

Dear PEPY friends and supporters,

This is the first year in my new role and I am happy to share that even though we went through very hard times with the COVID-19 outbreak; I feel I have grown into the position to take on the many challenges we are facing. Each day,



I am feeling more confident to do my work because of the amazing PEPY family from across the world, including our team, Board of Directors, donors and supports, resource partners, and PEPY beneficiaries. I appreciate you all, as I would not have had success without you.

I would first like to highlight and thank my wonderful colleagues. They are brilliant, full of positive energy, with a very high commitment to their work. In my experience, they have been flexible, committed, and pay high attention to detail. Thank you to the Board of Directors for always supporting me and PEPY. Without you, we may not be able to keep up our work to fulfill our vision and mission. Your presence is invaluable, and I cannot express how much your work has impacted PEPY and the young Cambodians we strive to serve. Your ambitions and heart are part of what makes PEPY so special.

I also want to thank the youth in our programs. We are grateful for the opportunity to provide you with the services that help us shape a more positive future for Cambodia. We learn a lot from your constructive feedback to improve our projects and we will continue to learn from our beneficiaries with assessments and surveys. We will revise and reconsider our curriculums to best fit the needs of our target communities, grow and expand our programs as needed, as well as constantly improve our teaching techniques and methods. With your help, positive changes to you, your families, your communities, and, even, Cambodian society, are possible. Next year, our team plans to work hard to keep our program running with high quality. We will provide improved services to youth, review our strategic plan and develop a new one, and increase our engagement with

partners and target youth.

Without our donors and supporters, we cannot run our programs; thus, I would like to thank iHerb Charitable Foundation with CCAFO, GoPhilanthropic, Pact Cambodia and USAID, Child's Dream Foundation, Team4Tech, SE Asia Foundation, Irish Aid in Vietnam, Donabate Portrane Educate Together National School, Irish National Teachers Organization, our monthly donors, and our many other supporters who gave us both financial and mental support. I want to also recognize our local partners, including the Provincial of Education Youth and Sport, District of Education Youth and Sport, the local authorities at the target areas, Cambodian National Youth Center, teachers in our target schools, Cooperation Committee for Cambodia, and the additional NGOs that work alongside us.

Again, on behalf of Cambodians, the PEPY team, and the Board of Directors, I would like to express my thanks to those helping and supporting PEPY's mission and vision. Without you all, PEPY cannot continue to run the programs so that young Cambodians reach their potential. Your tremendously kind hearts, trust in our vision, contributions, and commitment show us you deeply care about and love PEPY and Cambodia. As a result, we are in the process of expanding our target areas to support more young people in the rural areas of Cambodia next year. Please accept our sincerest gratitude for your hand in making this happen and your engagement. With all of your support and contributions, we can continue to support our communities and make a difference in Cambodia.

Sincerely,

A handwritten signature in blue ink that reads "lovekhouthwatd". The signature is written in a cursive style and is underlined.

Khouth Sochampawatd, Executive Director

PEPY's 2020 - 2021 News

This year, the PEPY team is emerging from many challenges in our community and the pandemic stronger than ever, with improved programs, team initiatives, and support networks!

Our Team Updates



In February of 2021, our Executive Director Sarakk Rith began transitioning out of his position at PEPY in order to pursue his master's in the United States at the University of Wisconsin-Madison. While leading PEPY, Sarakk helped the organization grow as a local NGO and establish core projects that ensured that youth would have the opportunity to be skilled professionals and entrepreneurs. The PEPY team and board would love to thank Sarakk for his service and his incredible dedication to PEPY. While in the United States, he continues to support the PEPY team part-time as our Head Advisor.

While we were sad to say goodbye to Sarakk, we were thrilled to welcome our new Executive Director, Khouth Sochampawatt. Khouth has worked with PEPY for over a decade, serving on the team, then as a consultant, and finally as our Board Chairman before accepting the director position. Since starting her new role, Khouth has focused on evaluating the program curriculums, our team's skills, and helped us grow and expand our network for events and workshops.

In December of 2020, we welcomed Seha Chhang, our new ICT Teacher in the Learning Center. We made the choice to invest more funds to find a skilled ICT Teacher and Seha has been a fantastic addition to the team. He has worked hard to adjust his teaching to youth since he previously taught primary students and has also been sharing his expertise by starting a coding club for Siem Reap youth. Our former ICT Teacher, Sipou Chhoeunh, moved onto a great career opportunity and is also working alongside Seha in the Siem Reap coding club. We are so happy to be building a community of youth that are enthusiastic about IT.



We also welcomed new team members to support our new initiatives! Phalla Yai, our Incubator Manager, Srey Pov Yin, our Incubator Office, Solin Chan, our Incubator Intern, and Channra Roeut, our Scholarship Project Assistant, joined us between November-December of 2020.

Our Board Updates

This year, Board members, Sokha Sam and Sarah Brown, resigned from the board to focus on personal and professional opportunities. They are fantastic members of the PEPY community who have supported us as ambassadors and donors, and we look forward to continuing to partner with them in the future.



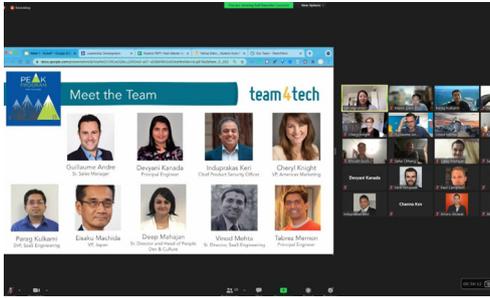
While we continue to interview and recruit new board members, we are so excited about the addition of Kimsru Duth to our board in July, 2021. Kimsru is PEPY's former Program Manager who moved onto a corporate position for Crystal Pharma in 2021. Since leaving PEPY, she has stayed involved as a donor, ambassador, and trainer, and we are happy to have someone on the board who can advocate for us so effectively.

Our Volunteer Updates

Our Learning Center team had the continued assistance of volunteers Catherine and Louisa from Australia for several months in 2020. During the summer of 2021, Catherine returned to the English Learning Project and supported students in English conversation and cultural awareness remotely.

3 Learning Center graduates, Nalin Chun, Vansy Rith, and Cheuth Yonn supported the Learning Center team and admin staff as interns since January 2021. This is to fulfill their 200 volunteer hour commitment as SE Asia Foundation scholars and gain some valuable professional experience.





New Partnerships and Programs

The PEPY team has been very fortunate to connect with several fantastic partners this year to support our resources, skills development, and program expansion. Team4Tech began working with us in early 2020, providing us training partners and IT funding. This summer, they matched us with Nutanix, a company in the United States, to help us improve our administrative applications (donor tracking, library management, curriculum research, etc.) and our work as a team. The team members who got the chance to participate in the exchange were so excited to learn and work alongside the volunteers to help improve our services for our students and community.

Team4Tech also helped us get in communication with REVIVN, a computer refurbishing company that donates computers to community projects. This year, we kicked off our partnership with 5 computers shipped from the USA to Cambodia. This helped us build up our IT library and get even more computers in the hands of youth who need them for their studies and research.

We also completed our pilot project with USAID Cambodia’s PACT Cambodia’s We Act Project and graduated to a full grant partnership. This allowed us to support our Learning Center and the launch of our new office and program: The Youth Innovators’ Space and Incubator (YISI) Program. The YISI Program will support the skills development of aspiring entrepreneurs and new business owners to ensure they are evaluating their business idea/concept, producing well researched proposals, gaining business relevant IT skills, and determining funding opportunities. 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.



COVID-19 Response Work: Food Security Initiative



From July 2020-March 2021, PEPY’s Intern and scholar, Lada Ly, oversaw our Food Response work supporting families in our target communities as well as our youth participants in need. Lada helped interview families, work with local leaders, and other NGOs to respond to the crisis as effectively as possible. Lada eventually left her internship in March of 2021 to return to her work at Volunteer Building Cambodia Community Center (VBCCC).

In July of 2020, Channra Roeut joined the scholarship team as an intern as the students faced mounting employment and academic challenges during COVID-19. In December, Channra was formally added to our team as a Scholarship Project Assistant to continue supporting the students and alumni as they attempted to navigate the many emerging challenges due to COVID-19 and Siem Reap’s rapidly changing economy.

Over the summer, we continued to provide emergency support through cash transfers to unemployed scholars and care packages to families in our target areas.

Who We Are

PEPY Empowering Youth is a local 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 include the Community Student Outreach Program (which includes our high school Dream Management Project and our Scholarship for Higher Education Project), our 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), and our Youth Innovators' Space and Incubator Program (ensuring entrepreneurs' success with our IT for Business and Incubator courses).



What We Do

Our Dream Management Project operates in 4 high schools located over 60 km outside of Siem Reap. 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, provide capacity building lessons, while helping youth 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.



Our Learning Center Program is for first-year higher education and vocational students in Siem Reap and it is designed to ensure that they are successful and prepared to enter the job market. The Learning Center is comprised of English, ICT (Information and Communications Technology), and soft skill classes, where students studying in Siem Reap have access to context-driven, critical-thinking-based instruction on 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. Lastly, our Youth Innovators' Space and Incubator Program is held in our new office and is aimed to give entrepreneurs and business owners in Siem Reap the resources to thrive. The program has an IT for Business Course and Incubator Course to holistically prepare youth to start/manage successful and innovative businesses. Participants engage in co-working spaces, workshops, and training that help them connect with investors and build their network.

Where We Do It

PEPY projects focus on intervention and support for Cambodian youth in rural and remote communities where investment in education and resources are low. Based off of needs assessments that 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 operates in Kralanh, Srei Snam, and Varin Districts which are over 60 km outside of Siem Reap city. We also recruit Scholarship



for Higher Education Project students from Kampong Leaeng and Taing Kork Districts, located in Kampong Thom and Kampong Chhnang Provinces, with the support of one of our partners, iHerb. Our Learning Center Program and our Youth Innovators' Space and Incubator Program are

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 this process, youth are frequently exposed to high risks and exploitation, especially 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 motivation to pursue education and empowering people to access it in rural areas. Our

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 youth in Cambodia face do not simply 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 entire team is based in Cambodia, where decisions are made on the ground so that Cambodian leadership can

located in Siem Reap city. The Learning Center Program is in our headquarters and our Youth Innovators' Space and Incubator Program is in the downtown area to be easily accessible to university students and other programs.



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.

drive sustainable, relevant program development. To date, we have provided a total of 214 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 3,300 students have received encouragement in our Dream Management Project.



Outreach Programs:

Dream Management Project

IMPACT STATS:



366

Number of
Beneficiaries
this year

3319

Total Number
of Beneficiaries



Number of
participating
teachers



4

Number of
partnering
schools



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, 10-12th 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.

This year, the Dream Management Project team was prepared for online learning and used the COVID-19 situation as an opportunity to connect students across different communities! In January 2021, schools were reopened and many youths in our 4 target schools were eager to join Dream. 1139 youth registered for Dream Class and 946 students were attending at least 50% of the elective classes. Courses with in-person attendance were going well up until schools were quickly closed after major outbreaks started occurring in February. Unfortunately, students faced the same challenges accessing the course as the previous year because they are still unable to afford phones or computers to join online classes.

With COVID-19, families' financial situations have worsened which

impacted their ability to even purchase phone cards. As a result, by the end of the year, there were only 220 remaining Dream students giving Dream a 60% drop-out rate. The team worked very hard to reach youth with the 8 Dream teacher partners and school leadership through student groups on Facebook Messenger, Telegram, and also checked in by phone calls.

2020-21 Highlights

- For the youth that did have access to technology, the dropout rate was very low and attendance averaged 53%. The students with phones helped their friends join the session by visiting each other during Dream class. By the end of the year, the Dream teacher and teacher partners were able to give 46 Dream classes.
- The team successfully organized 3 Dream talks this year. The "Life Planning" session was facilitated by a former dream student from Kralanh High School, Mr. Chhoeur Bunchhern, who encouraged students to set their future goals and action plans to achieve it. The second was "Be a role model to build the reputation" and the third topic was "My Journey After Graduated High School" facilitated by Kat Sombo, who is a former student from 28 Makara High School.
- Approximately 57% of Dream students have applied for a scholarship opportunity, compared to 11% of Non-Dream



students.

Challenges and lessons learned:

Even if we could not operate in person, great collaboration opportunities are possible. The Dream Talks featured PEPY beneficiaries who once attended the high school to inspire and encourage the students to keep up with their studies. Since the talks were online, all of the youth from different high schools were able to join together and interact with each other! So, while online learning has been a difficult experience, youth from different regions got to learn from each other.



Outreach Programs:

Scholarship for Higher Education Project

IMPACT STATS:



214

Total number of scholars



28

Number of New Schlarcs



105

Total number of graduates



91%

of graduates employed



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 from our 3 target districts: Kralanh, Srei Snam, and Varin in Siem Reap Province, and in our partner, iHerb Charitable Foundation's districts, Kampong Leang 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, bicycle/helmets, 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.

2020-21 Highlights

- The scholarship team and alumni association have made great strides building, and reconnecting the alumni network. This year, they started the PEPY Mentorship Network, tutoring corner, revamped student monthly meetings, and held their first major soccer tournament with

130 participants.

- 13 out of 40 2019 scholars participated in professional internships before pursuing work, helping them continue their skills development while focusing on their studies. The experience helped them have more professional references and some of them were even recruited to work in the places they were interning.
- iHerb Charitable Foundation donated 30 laptops to first year scholars. We started our Future is Bright Lab where youth rent smartphones, computers, and other IT products. However, first-year scholars are not eligible for work as they develop their professional skills at the Learning Center and depend on a small living allowance so they are not able to rent during their first year. With iHerb's help, computer

access both inside and outside the classroom is now possible for all scholars.

- Despite the scholars' academic year mostly being online their average GPA was 3.50 and their attendance was 98%.
- As of August 2021, the scholars' employment rate was 82.4% and we continued to provide cash stipends to unemployed scholars so that they could support their living in the city while they continue to search for work. The unemployment rate fluctuated throughout the year but has remained above 80% for 6 months.

to connect with them. We will consider doing more grassroots outreach in villages and with teachers so that youth, even if they miss school, are made aware of the scholarship opportunity.

- We will need to continue to provide cash transfers to unemployed scholars in order for them to stay in school and have an opportunity to find a job. At the same time, we need a hard deadline in place in order to have funds to support future students. We are working on a policy and clear guidelines for how to manage this unprecedented challenge.

Challenges and lessons learned:

- This year, 118 high school students applied for our scholarship which is a 75% decrease compared to last year. With families' fears about youth pursuing higher education with a crashing economy and their need for youth to support the family more, we missed many potential applicants by only announcing our scholarship opportunity at the schools. With on and off COVID-19 school closures, many youth were not attending high school and we were not able



2020-2021 Scholarship Students



Yong Riya



Cheth Chiy



Chhoung Srey Noeurm



Chrach Ny



Dong Phors



Bo Korng



Hab Ren



Leas Deng



Neang Minea



Neng Nat



Chheun Kanha



Phleak So Ean



Ry Thida



Rorm Deva



Sin Sreykech



Chhoeng Chhit



Chhoeur Bunchhern



Soeng Sreyrem



Sreang Srour



Thoeun Lina



Thy Panha



Loeurm Suoy



To Soum



Yoeb Sreylinh



Koes Doeurn



Chheng Ratha



Mun To



Dong Krim

Learning Center Program

IMPACT STATS:

 **270**
Total number
of LC graduates

 **100%**
2020-2021
Retention rate

 **62%**
rate of improve
hard skills

 **39%**
rate of improve
soft skills

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, most notably 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. PEPY Empowering Youth's 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 Learning Center Program 1 National Employment Agency. (2018). : "Skills Shortages and Skills Gaps in the Cambodian Labor Market: Evidence from Employer Survey 2017."



¹National Employment Agency. (2018). : "Skills Shortages and Skills Gaps in the Cambodian Labor Market: Evidence from Employer Survey 2017."

Learning Center Program

English Learning Project (ELP)

This year, the students were almost immediately moved to online classes. Luckily, they were provided with training on online tools and applications during November so they were more confident and prepared compared to last year's students. This led to them maintaining high attendance and achieving great academic scores consistently throughout the year.

When students first joined the English classes they achieved an average pre-test score of 50%. They were then separated into three classes based on their competency levels determined by their scores and from interviews (Pigoen- lowest level, Octopus- mid-level, and Cheetah- top level). From there, the students received English language instruction and the team was so impressed with how interactive and engaged the students were despite having to join classes online. During the second quarter, the English Learning Project also added a volunteer, Vansy Rith. Vansy is a Learning Center graduate who was accepted in our partner, SE Asia Foundation's, scholarship program. As a recipient, she was required to volunteer at PEPY for at least 6 months. She began supporting the team in January and was a great addition to the team supporting

lesson planning and administrative work. Additionally, PEPY's Partnerships and Development Manager and, Cat, our English language volunteer, were supporting students online with group conversations and interviews to help the students increase their confidence in English and their comprehension.

By the end of the fourth quarter, the students had participated in 20 English sessions and over 15 one on one counseling sessions for students in need. These efforts helped our students achieve an overall exit score of 83% on their progress tests! This improvement is remarkable and we expect the students to surpass our goal of 85% competency for their final exams before graduating from the Learning Center in November. There were 20 youths who received rewards for their academic results which included books and school supplies. This is a new practice for us and we hope it encourages more students to work hard in the class so that they can earn a prize and some recognition!

Challenges and lessons learned:

Although there were many applicants, it took the team nearly two quarters to reach the 60 student target to fill the English classes as many youth rejected the invitation to join

the center. This is likely due to the many challenges youth were facing because of the pandemic and families were weary of investing their time and money to send their children into the city. In the future, our team will spend more time and effort within our target communities to help them feel more encouraged to join.

Although students tried their best, virtual lessons are not as effective.. There were a few students who were not interested to participate and the teachers had to expend a lot of energy to try to engage them in the class. While the team compensated for this by providing follow-up sessions in smaller groups, we hope that when classes are able to help in person again, that this challenge can be mitigated.

Our English Learning Project team would love to have even more class time with native speakers. The benefits that youth receive from having one on one conversations with English speakers really helps them to increase their confidence and to pick up the language more rapidly. Next year, we hope to have more long-term volunteers that can support the classes and work with the English Teacher in the office.



Learning Center Program

Information Communication Technology (ICT) Project



This year, the class started with a new teacher, Seha Chhang! Seha is an ICT Teacher with years of experience and helped us to advance our curriculum as well as provide much more support to our youth than we have had in previous years. The students' pre-tests scores were 42% and by the end of the year the post-test scores were an incredible 86%! This surpassed our goal of 85% and was made possible by Seha's incredible dedication to the students, often meeting with youth struggling in the course for additional sessions until they all felt caught up in the lesson material. Seha's ability to reach students, even online, was unmatched compared to our previous ICT Teachers and he maintained attendance rates over 95% throughout the year.

We were also very grateful to have the ICT volunteer, Cheuth, join the course in January. Cheuth is a Learning Center graduate who was accepted in our partner, SE Asia Foundation's, scholarship program. While he volunteered his required hours for the scholarship at PEPY, he has helped co-run lessons plans and support Seha with lesson documentation.

Throughout the year, over 18 lessons were provided to the students ranging from typing and Microsoft

Office all the way up to web design, video editing, and computer security. Computer use and security lessons were added to our classes this year after realizing how dangerous social media and online applications can be for youth who may not realize the consequences if their actions. We invited the Cambodian Center for Independent Media to also provide a series of training to help youth critically analyze the content they are exposed to online and how to better protect themselves from manipulation and misinformation. We want to make sure that while we continue to introduce youth to technology that they are using it safely!

Future is Bright Lab and Library

Over the summer, we had the distinct pleasure of partnering with Nutanix,

an IT company in California, to help us build our Librarika application. This tool enables us to track and receive automated updates on our IT library when we rent to staff and students. Now Seha does not need to take time checking on rentals and will know when items are due or on waitlists to more effectively support our community. We are excited to continue growing our IT library with more computers, tablets, smartphones, and additional accessories to help the youth learn and develop their professional skills.

Challenges and lessons learned:

Overall, lack of computer access was the most challenging issue the ICT students faced during the year. At first, many of them did not have at home computers to use for their studies and for the class. At the beginning of the year, PEPY purchased 10 KOOMPI computers for youth to borrow. Many of them struggling because KOOMPI does not use a Windows operating system, but at least they could use online applications to follow and complete assignments. As we started to accumulate more computers through partnerships and donations, lockdowns prevented youths from being able to come to the office to rent computers. In the future, if another lockdown occurs, we will allow vaccinated youth to receive and rent computers at the office.



Learning Center Program

Youth Empowerment (YE) Project

The Youth Empowerment Officer started off the year strong providing a series of training on Cambodia's Sustainable Development Goals. This is a new topic for incoming students and the average pre-test score was 19%! After the sessions concluded, the post-test score was 82%, which was slightly lower than our 85% target, but, was impacted by some students who really struggled with joining the sessions and have limited internet. After holding a review sessions for the students, they finally received an average score total of 85%. There were several other workshops throughout the year including the First Air and Reproductive Health workshop, LGBT workshops, Goal and Self-Assessment workshop, the weekly Introduction to Business Class, Universal Human Rights/Good Governance and Public Service workshops, Public Speaking sessions, and Advocacy skills lessons.

All of these topics are really important for supporting youth awareness and development in soft skills and enabling them to build their confidence as they begin to navigate life in Siem Reap city and their continued education. The major project was the research work that they continually worked on throughout the year. The youth worked in 10 groups to research issues and challenges affecting Cambodian development to present their findings to local leadership and additional youth groups. Our groups presented to over 45 participants each and each one had a key finding (focused on either economic, environmental, and/or education) they wanted to address.

At the end of the year, their research and outreach efforts led to two panels, the 'What Roles Can Youth Play in Helping Improve the Quality of Distance Learning' and 'Youth Job Readiness.' During these panels, government officials, community development workers, and youth

were able to discuss that ongoing issues that they observed and what actionable things they can do to combat the issues.

The final sessions of the Youth Empowerment course was focused on job readiness preparation for the youth and they received support on their Cover Letter, CV, and interviews. The SE East Asia Foundation scholar, Nalin Chun, worked on completing her volunteer hours by supporting the Youth Empowerment Officer through all of these projects. Throughout the year, students' soft skill levels were measured by scoring their Communication, Interpersonal Skills, Self-Confidence, Leadership, and Problem-Solving Skills. At the beginning of the year, their overall score from the pre-test was 45% and after all the workshops and projects they were engaged in at the Learning Center, their final post-test was 85%!

Socio-economic Rights Workshops

As part of PEPY's partnership with PACT and USAID Cambodia, some staff were given the training to be Socio-economic Rights Workshop Facilitators. Our Learning Center staff used this opportunity to provide workshops to youth outside programs to make them aware of their economic

rights and how to defend their rights in the future. Overall, the team provided training to 349 students from the high school to university level, including our Learning Center participants.

Challenges and lessons learned:

We had so many youth from the previous year struggling to find work due to COVID-19 and we should have dedicated more time and services to help them with their job preparedness. Until the situation improves, we will spend more time and resources to support CV writing and interview training.

This was our first year conducting a major research project and we recognize that doing research is a big leap for youth just beginning to learn basic English and ICT. Although the research primarily took place during the third quarter, we think it will be best for us to simplify the research strategies next year so that the project is more accessible for all of our participants.



Learning Exchange Programs & Activities

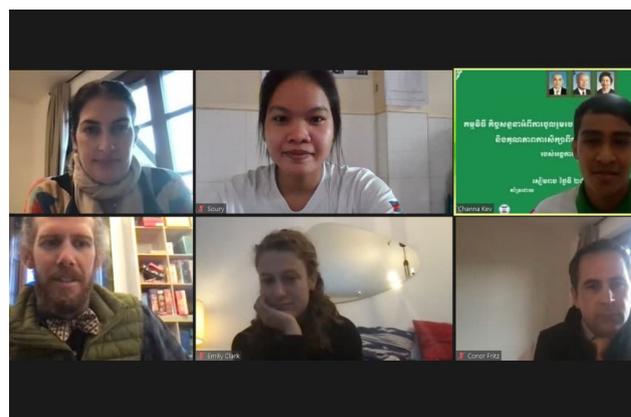
7th Annual Irish Teacher's Exchange

Our dedicated teacher partners from Ireland were still determined to host an exchange even though they still had to be conducted online! This year, our long-standing exchange participant, Micheál, coordinated with our team to provide English lessons covering World Geography, songs, and learning about the education system in Ireland to our students. The sessions gave participants the opportunity to learn about each others' culture, life experiences, and interest in education. Micheál shared with the team that he was very impressed with how lively and engaged our students are despite having to join sessions online. All of the students felt grateful for the experience and hope to engage with international teachers in person in the future.



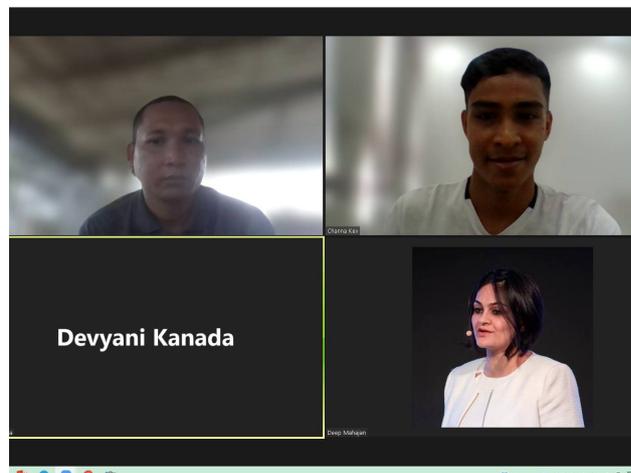
TASIS Pen-pal Exchange Initiative

Although we were disappointed to not have an in-person exchange, we were thrilled to at least have the opportunity to engage with another school through an online pen pal initiative with TASIS school in Switzerland. Our Learning Center team coordinated with several of their team members including Daniel, a Math Teacher at TASIS, and Johanna, their Director of University and College Counseling, to link 17 students and 3 teachers from their school with 20 PEPY students to converse through online letters. The purpose of the exchange was to build our students' awareness of different cultures, languages, and global experiences, as well as supporting their English language learning. By the end of the sessions, our youth had enjoyed sending them letters and photos about their daily life and felt like they had gained international friends despite not being able to meet in person. We look forward to having a similar exchange with TASIS next year!



Nutanix Exchange through Team4Tech

This summer, Team4Tech identified a corporate volunteer partner called Nutanix to support our admin and IT work. The Learning Center team had a great experience working with the volunteers Devyani Kanada and Deep Mahajan. Over the summer, they identified an application to help them track and monitor are IT rentals in our Future is Bright Library so that our team members and youth can get automated updates to help them know when items are late or available for use. Since we are putting a much greater emphasis on IT access, this project helped our team save an immense amount of time and stress. We are very grateful for the time we had with Nutanix and look forward to working with a new Team4Tech partner next year!



YISI Program

IMPACT STATS:



21

Youth
Innovators

31

IT For Business
Graduates



6

Number of Businesses
Improved/Developed



16%

Rate of Improved
Skills



When the pandemic started to affect international travel, the Siem Reap community, which is primarily dependent on tourism and hospitality, faced immense challenges including economic collapse and food insecurity. As an organization focused on preparing youth for the job market, we had to rethink our programs and initiatives to meet the current needs of our community. We realized that it would no longer be enough to provide youth with job skills when there are limited to no jobs available. Instead, we needed to step up and play an active role in helping the recovery of the local economy and producing job creators as well as job seekers. As a result, the Youth Innovators' Space and Incubator (YISI) Program was developed and launched in November 2020 in partnership with USAID Cambodia's PACT Cambodia's We Act Project. This program is in our new office, located in downtown Siem Reap to be an accessible resource to business owners and

aspiring entrepreneurs. There are two courses in the YISI Program, the Social Enterprise Incubator Course and the IT for Business Course that are conducted on Saturdays. The Social Enterprise Incubator Course is for youth to research their business concepts, test their business viability with prototypes and community feedback, and work on business proposals and pitches. The IT for Business Course gives youth participants the technical skills to better manage their business.

Social Enterprise Incubator Course

We had 21 Youth Innovators join YISI. While, the majority of sessions had to be conducted online, 2 business research tours and our proposal outline sessions were held before the second wave of the pandemic in 2021. We held virtual WeBusiness Talks to give our youth the opportunity to learn from business leaders and founders covering various topics including business registration and management. We also connected

participants to mentors from their intended business' industry to help them with their research, their business plan, and ultimately, determine the viability of their business. By the end of the year, our participants had polished business proposals and the opportunity to conduct mock pitches to a judge panel of founders and corporate leaders. The experience gave them valuable feedback before pitching to investors and set them up for future success. After the mock pitches, select participants pitched to PEPY's panel for start up funding and 3 top participants were given funding (1st place received \$1000, 2nd place received \$750, and third place received \$500).

IT for Business Course

The IT for Business Course had two groups of participants and included all of the youth from the Social Enterprise Incubator Course. In total, there were 31 participants. Youth were given

lessons on time management applications, scheduling tools, marketing applications and tools, financial tools, web development, and other additional workshops that helped them to envision how their future business or current business could be managed and developed through technology. At the end of the year, the participants had increase their IT literacy and knowledge by over 17%, from 39.8%- 57.4%.

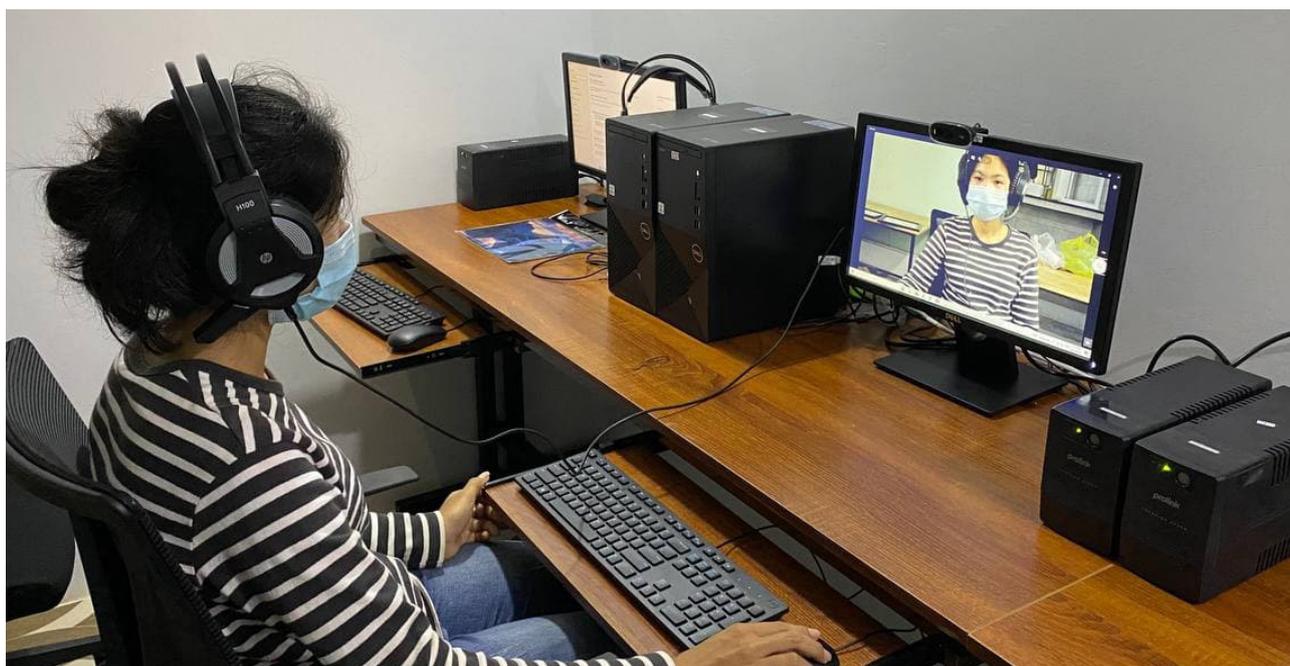
Challenges and lessons learned:

During the lockdowns, not every participant had access to computers during the IT for Business Course and to complete assignments. Some of them told us that they were attending our sessions through smart phones. This was very concerning to us, as this would affect their ability to complete assignments affectively and learn content. Although we asked inadvance for them to use computers, we will make sure to make it a more strict requirement in the future and/or ensure that they are using computer from the Future is Bright Library.

The lockdown has taught us that businesses need to rethink their marketing and sales strategies in order to be successful. Individuals with online businesses are achieving a larger customer base and overall more success. We would like to

place more emphasis on ecommerce websites and application next year to help better prepare youth to make online sales.

It was very difficult for us to find effective and committed mentors during the pandemic and our program's pilot year. As a result, some of PEPY staff had to sign up as mentors and they do not have the level of experience we were hoping for to adequately support our participants. In the future we may consider providing stipe-ends to mentors so we can encourage more qualified business leaders to join the program.



2021 Youth Innovators



BY Dena



CHHONN Konhing



CHHOM Lek



CHUON Sina



RITH Teav



DUONG Phalla



HOEUR Lamhuoy



HOV Sam Hai



HUY Bunty



KEO Sopheap



KOEUY Kimchhet



LOEM Soklek



MAO Teav



OEURM Malin



PHONN Soury



RIN Makara



SEN Visam



THOR Sina



VOEUT Vath



YOEU M Seen



KIM Sonita

Students' Corner

Seangheng is a PEPY scholar, who received her scholarship during PEPY's pilot year at Varin High School. She wanted to apply for the scholarship because she was very intrigued with the additional training and support that comes with PEPY's programs. She was very excited by the international teachers that she would get the opportunity to engage with and hoped she would get the chance to join one of the exchange programs. In addition, higher education would not be possible with the comprehensive financial support that she would get from the scholarship.

After joining the scholarship program, the team helped her and the other students with a dream sheet and other planning tools with questions to guide them and make them think about what major would be the best for them. She also took part in one on one mentoring sessions with our scholarship officers to work on her learning plans. Seangheng admits that she did not ever prepare to go to college and the process helped her so much. She shared, "After the meetings, I decided to study TESOL, at PUC, and it helped me realize that in the future I want to be an English Teacher."



To work on developing her skills, PEPY team connected her to Anjali House to work as an intern for 6 months. Seangheng learned so much from the experience and said, "Teaching young directly and to be able to manage the class and student behavior was so interesting to me. It also helped me to improve my English a lot as there are foreigners who work there. I also worked on my lesson planning skills. Now that I started my new job at REACH NGO, my tasks are directly related to my experiences at Anjali."

Seangheng would like our community to know that all the mentors at PEPY helped her to find her dream with a fixed timeline to reach her goals. Most of the people from her village do not care about continuing their studies and she wants to show them that following your own dream and achieving your goals by your own hand is important and possible.

- Seangheng Ham



Ousa is a 22-year-old PEPY alumni who is from Srei Snam District, in Siem Reap Province. Months after applying for the PEPY scholarship, Ousa missed the deadline to accept it because she had no phone or means of communication. She did not know much about the organization at the time and was unsure whether or not she should try to get in touch with the PEPY team. However, after meeting with Vannit (a PEPY scholar that she knew in her community), she learned that PEPY would be a once-in-a-lifetime opportunity for her to not only receive financial support but also to go to the Learning Center. She was very eager to learn English and IT and decided to do everything she could to keep the scholarship. Luckily, she was able to pass and still receive PEPY's support!

After joining PEPY, her family and the team helped her identify her future goals and she eventually determined she wanted to study law. Ousa said, "Law is important to help the country so I feel passionate about being a lawyer!" She is so proud to share that in 2021, she graduated with a Law Degree from University of South East Asia and is looking forward

to using her degree to give assistance to other Cambodians in the future, Ousa hopes to continue studying English and pursue a Masters Degree in Japan! After that, she would love to return to her community to help her sister, family, and entire community even more.

As she reflects on how her life has changed since receiving the scholarship, she recognizes how different her life would be today if not for PEPY. She shared, "If I did not choose PEPY's scholarship I would be working in construction in Thailand or doing other lowly work. Now I am working in an office in an NGO and I can speak English and use a computer and communicate with other people. Maybe I never [would have] left my village and would be married today. I would like to share that donating money to PEPY is very important to provide a life and future to young people. It will help make scholars strong so that we can have a better future. I am one of the strong ones because of PEPY and I love PEPY as my second family. PEPY provided for me and helped me become a changemaker to my friends, nephew, and siblings, and taught them to not drop out of school."

- Ousa Dung

After hearing about PEPY in Grade 11 through our manager, Savoeng, Chanthly joined our Dream Project from 2016-2018 in Kralanh High School. While studying in Dream, she learned a lot about herself and her future goals so she was determined to continue her studies. Although she was not able to get a PEPY scholarship, she was still wanted to develop her skills and applied for our Learning Center in 2019 at age 18.



Joining the Learning Center was a great experience for Chanthly. She especially loved ICT class, where she got to practice typing and using Microsoft Word and Excel. In addition, to that, she enjoyed all the classes focusing on video making and editing. She shared, "The Learning Center helped me so much with my soft skills, English language, and computer. PEPY also has so many networks to share and guide us to find a job. Most of my friends have a job or position available to them through the network and resources we were introduced to at PEPY."

Chanthly is now an Outreach Worker at Reproductive Health Association of Cambodia. Her family is so proud of her and her younger sister and younger brother plan to follow in her footsteps by continuing their studies and want to one day join PEPY. Chanthly is so happy and grateful for the chance to be a role model to them.

- Chanthly Chhoeut



Although Sokhim did not get the opportunity to join PEPY's Dream Class, he was lucky enough to be part of PEPY scholarship's pilot year in Srei Snam District. He shared that the PEPY team came to Makara High School and was very helpful throughout the scholarship process and made him feel comfortable and confident to apply.

They taught him what to expect if he received a PEPY scholarship, so when he was accepted he was so excited to join the programs. During his first year, he really liked the soft skills classes at the Learning Center that helped him to communicate with others more effectively and improve his time management, facilitation, and teaching skills. He mentioned that before coming to PEPY, he never had a teacher who would ask him to stand up and present on a topic. At PEPY, students are expected to actively participate and share their own thoughts, which was very new for him.

One of his fondest memories he has with PEPY is learning English with the volunteers from different countries. He remembers one particular volunteer from the Phillipines that really helped him to talk and express himself. He believes that PEPY is a unique opportunity because it gives youth exposure to foreign teachers unlike many other schools and programs. Lastly, he shared that the applications he learned like Gmail, Sony Vegas, and Photoshop are still very applicable to his work.

Currently, Sokhim is a senior at Pannsastra University of Cambodia and is working as an English Teacher in the Beautitude Cambodia School. He shared that the Learning Center provided him with the foundation to be where he is today. He said, "In high school, students learn about specific subjects, but PEPY is not about a fixed subject but is more about helping students to really know about themselves and what they want. The priority is the soft skill to help you identify how to improve yourself. To be punctual, to know how to work as a team, and to meet the deadlines among so many other skills."

- Sokhim Proeun

Sharing PEPY's Stories and News

Social Media	2019	2020	2021
Facebook Fans	9,703	11,076	13,305
Twitter Followers	2,803	2,787	2,764
Instagram Followers	655	846	1,036
Video Views on YouTube	5,646	4,060	4,034
YouTube subscribers	127	283	401
# of newsletter subscribers	4,110	3,673	3,503
Website views	14,233	---*	15,050

**In 2020 our insights page through Google Analytics was not working properly and did not record the website views data, 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.*



FACEBOOK

www.facebook.com/pepyempoweringyouth

YOUTUBE

PEPY Empowering Youth

TWITTER

@PEY_NGO

WEBSITE

www.pepyempoweringyouth.org

LINKEDIN

<https://www.linkedin.com/company/pepy-empowering-youth>

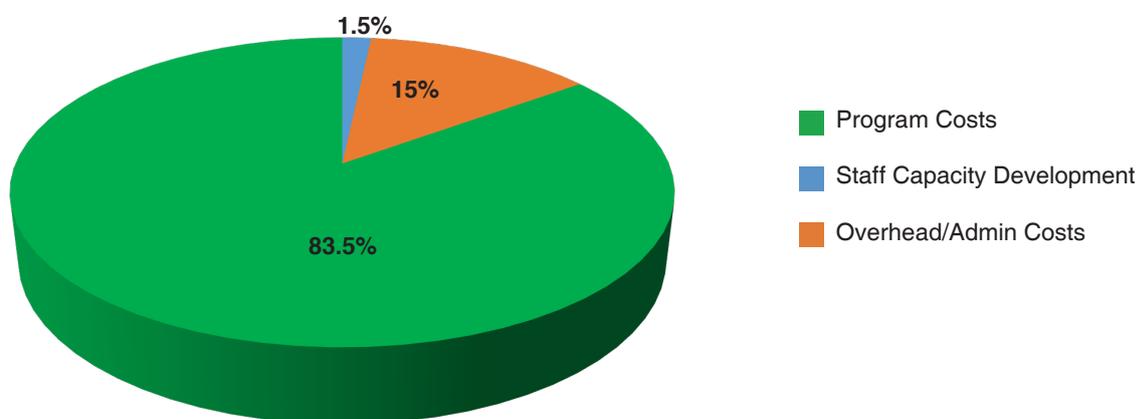
INSTAGRAM

pepy_cambodia

2020-2021 Financial Overview

2019 Financial Information	2019	2020	2021
# of Individual Donors	105	69	280
Average Donation Amount	\$1491	\$1548	\$80
Median Donation Amount	\$ 20	\$ 25	\$ 9
Income (US\$)			
Restricted (Grants, Donors Requests)	\$ 206,326	\$ 247,319	\$ 386,928
Unrestricted	\$ 77,626	\$ 47,273	\$ 34,884
Other Income (investments)	\$ 11,240	\$ 10,310	\$ 15,124
Total Income	\$ 295,193	\$ 304,902	\$ 436,936
Expenses (US\$)			
Staff Capacity Building	\$ 3,209	\$ 5,067	\$ 5,333
Community Student Outreach Programs			
Dream Management Project	\$ 26,557	\$ 43,629	\$ 41,374
Scholarship Project	\$ 99,607	\$ 106,143	\$ 157,166
Learning Center Program			
English Learning Project	\$ 15,428	\$ 18,493	\$ 19,200
Information Communication Technology (ICT)	\$ 39,893	\$ 19,427	\$ 22,768
Youth Empowerment (YE) Project	\$ 16,929	\$ 24,986	\$23,908
YISI Program	–	–	\$21,432
Management and General	\$ 27,208	\$ 19,472	\$ 34,274
Communications and Fundraising	\$ 25,089	\$ 20,593	\$ 17,708
Expenditures	\$ 253,920	\$ 301,746	\$ 348,117
Excess of Income over Expenditures	\$ 41,273	\$ 3,157	\$ 88,819

2020-2021 Financial Expenses by percentage



Get to Know Us!

Board Members



Mr. Choch Cho 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.

Kimsru officially joined PEPY as a Board Member in July of 2021. Kimsru has been a longstanding PEPY team member and ambassador before joining the board. She served as PEPY's Program Manager for 5 years and left the organization in August of 2019 to pursue a career in Phnom Penh. Kimsru is now the Communications Manager at Crystal Pharma, but always maintained consistent communication with PEPY as a donor, advisor, and partner. She was happy to accept the board member position to continue to advocate for PEPY and help us work toward our vision and mission so that all young people have the opportunity to achieve their dreams. Kimsru hopes to continue to support PEPY's fundraising initiatives as well as provide support for workshops and training related to her professional and personal experience.



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.



Meet our Team!

Management Team



Khouth Sochampawatd - Executive Director

Khouth became PEPY's Executive Director in February 2021, after supporting PEPY in various capacities for over a decade (team member, consultant, and former Board Chairperson). She comes with extensive program management experience, helping us reshape and expand our programs throughout the COVID crisis.



Sarakk Rith - Head Advisor

Sarakk has been committed to PEPY since 2008. He initially joined 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 served as the Executive Director of PEPY from September 2015- February 2021, and now serves as a part-time advisor continuing to help our team.



Konnitha Sien – Finance and Admin Manager

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.



Manin Oem- Operations and HR Manager

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.



Kathryn McDaniel- Partnerships and Development Manager

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.



Channa Kev- Learning Center Manager

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.



Savoeng Skut- Community Student Outreach Manager

Savoeng is a former PEPY scholar who wants to help youth realize their dreams through education. 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.



Phalla Yai- Incubator Program Manager

Phalla joined PEPY in late 2020 to oversee the development of the Youth Innovators' Space and Incubator Program. She has a background in business as a founder and has been instrumental to building the program's curriculums and cultivating a space for youth to formulate successful business plans.

Office and Administrative Staff:

Sokpheaktra Thy – Accounting and Admin Officer



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.

Channra Rouet- Scholarship Project Assistant



Channra first joined as a scholarship intern for the Scholarship Project in 2020, she was offered her current role in October 2020. She has been youth in their career journeys ever since.

Rattana Mai- Scholarship for Higher Education Project Officer



Rattana was recruited to be our Scholarship Project Officer in October 2019, supporting 187 scholars during his first year.

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.

Seha Chhang- ICT Teacher



Seha joined the PEPY team in 2021, after working at an IT Teacher for primary school students for several years. He has been instrumental in improving our curriculum and supporting our youth.

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.

Srey Pov Yin – Incubator Officer



Srey Pov joined the team in 2020 and played an instrumental role in the development and establishment of the YISI program during its pilot year. Srey Pov runs the IT for Business course for aspiring young entrepreneurs and business owners.

Solin Chan – Incubator Intern



After graduating PEPY's Learning Center in late 2019, Solin became an intern at the new YISI office, supporting the office set up and administrative work.

Field Staff

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.

Chhunay Bin- Dream Management Project Officer



Chhunay 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.

Future Plans for PEPY

This year has come with many opportunities for us to learn and grow as an organization despite facing so much adversity. Through these challenges, we now work more closely with our stakeholders and beneficiaries than ever before, responding quickly and decisively to crises and the ever changing needs of our communities. In 2021-2022, we hope to continue building our relationship with local and international partners, providing more resources to our community and improving our learning and workshops to better support youth. These efforts will include but are not limited to:

- Shaping our initiatives to give youth more accessible opportunities to improve their skills including more independent learning opportunities (increasing our online courses and workshops) and expanding our Future is Bright Lab. We want our youth in PEPY projects to have constant and consistent access to IT to continue their studies and to make them more attractive to potential employers.
- Expand our career services and preparatory workshops so that we can help ensure that all of our scholars and Learning Center graduates will be competitive in the job market and find skilled employment opportunities more quickly than last year.
- Reevaluate our curriculums by conducting research through local stakeholders, employers, and other local NGOs to ensure we are providing the most up to date and highest quality information and content to our students and youth participants.
- We would also like to equip all our offices and classrooms with more resources, including more IT and books. In our rural high schools, we want to play a major role in expanding local libraries in our partner schools so that all children and youth have the opportunity to access books, and, hopefully, one day, computers!
- Consider and evaluate how we can incorporate more social enterprise development opportunities in our

organization by investing resources into our Youth Innovators' Space and Incubator Program so that we can continue playing an active role in helping diversify and expand the job market.

- We will also continue to monitor travel warnings and hope that some international partnership exchanges may be possible again in 2022. Our team members as well as our students have pending travel opportunities that we would like to make possible in the near future. When countries reopen, we plan to travel to even more countries and establish more partners for our team and youth to conduct exchanges with.

After another year of unprecedented challenges, we were gratified to see how the PEPY community came together to ensure our collective health, safety, and reach was impeded as little as possible whilst facing a global crisis. Thank you so much for being a part of our community!



2020 - 2021 Partners and Donors





លើកកម្ពស់យុវជន
Empowering Youth