



# Annual Report

September 2021 - August 2022



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Empowering Youth



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Our Team

# Letter from PEPY's Board Chairman

Chom Reab Suor (hello) PEPY family and community!

I would like to give a warm welcome to all of you reading this annual report. This document is an important way for us to reflect on our hard work, achievements, and challenges



over the past year. I have always believed that with the right tools, skill sets, opportunities, mentorship, and education, there is a lot of potential for Cambodia's young people to evolve and improve their livelihoods and their communities. In 2022, PEPY continued to play a

huge role within the youth and sustainable development sectors, making sure our participants are active contributors to positive change.

For those reasons, I am very honored to be the Chairperson of PEPY Empowering Youth's Board. I love supporting and working closely with our inspiring, committed, and passionate team. Ever since I joined PEPY as a team member in 2009, PEPY inspired me to change my life in so many ways. While I left PEPY in 2014 to pursue my own dreams, my heart remained close to the organization and its mission, vision, and core values. Being asked to join the board was a great opportunity for me to amplify PEPY's important work.

This year, on the board, I have aimed to: 1) support PEPY's team as they help students reach their potential, 2) work with PEPY's administrative team to rebound from the Covid-19 economic and tourism crises, which hit Siem Reap particularly hard, 3) restore connections and working relationships with our students, key partners, and local authorities, 4) ensure that we recruit the right person for the new Executive Director role, 5) make more higher education partnerships for students to pursue Master Degree's in Cambodia or abroad, 6) support the team's plans to give students leadership opportunities in projects that involved networking with non-profits, businesses, and government entities.

In 2023, I am looking forward to seeing PEPY continue to grow and be a role model for other local and international NGOs across Cambodia. Most importantly, I would like to see PEPY's staff and students continue to strengthen their education and vocational training programs.

I would also like to express my gratitude to the PEPY community! First, to Mrs. Khouth Sochampawatd for her hard work, dedication, and leadership. In the past two years, PEPY has faced some of its most difficult times due to the pandemic. Soon, Khouth will be finishing her two-year commitment as PEPY's leader and will be returning to her family in Phnom Penh. She has certainly made many positive changes within the organization and we are very lucky to have had her as the Executive Director.

On behalf of the PEPY Board Committee and the team, I would like to sincerely thank our donors, local and international partners, and local authorities at different ministries for your support, collaboration, trust, and belief in PEPY's work. Last but not least, I would like to say a massive THANK YOU to everyone on the PEPY team for your hard work, dedication, and determination, to support PEPY!

PEPY could never have accomplished so much in 2022 without of each and every one of you. We are incredibly grateful and appreciative of you all and will continue to find ways to thrive and support our youths' futures in Cambodia.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Choch Cho'.

**Choch Cho, Board Chairman**



# Letter from Executive Director

Dear PEPY friends and supporters,

Wendell Willkie, an American politician from the early to mid 1900s once said, *“education is the mother of leadership.”*

This quote really resonated with me because my time at



PEPY has taught me that the more I learn and the more skills I develop, the more I can accomplish as an Executive Director, advocate, woman, trainer, and more. The PEPY team, through our programs and opportunities, produce youth leaders that come from our team as well as the young people in our programs.

Without being part of an organization that invests in education, I might not have seen these positive changes in the young people we serve. Luckily, our team focuses our efforts on rural and underserved youth, changing their lives and impacting their entire community in the process.

This year in particular, I feel truly inspired by our Learning Center students' work in their Civic Engagement Projects. The project was a culmination of all the skills and lessons they had learned in the Learning Center to address a critical environmental or educational issue. The 59-youth worked in teams and I saw firsthand how their project management, communication, and teamwork skills allowed them to have very successful initiatives. I am very proud their work led to the opening of two libraries in two rural schools and to the development of waste management policies and awareness campaigns in Kralanh Market. They liaised with the local authorities and officials from the lowest to highest levels in the government, and engaged students, teachers, school principals, donors, partners, and all stakeholders to succeed in their projects.

Our team members have implemented new key projects and efforts that will undoubtedly lead to more emerging leaders across our region. In the Dream Management Project, we started holding public speaking contests in all of our partner schools. Hundreds of youths participated and felt so confident and proud to share their views. Our scholars have performed well in their university and vocational programs, and are giving back to the community as mentors and tutors in our Tutoring Corner and Mentorship Network. Lastly, our Youth Innovator's Space and Incubator Program has increased their IT courses, helping over 30

business professionals enhance their business plans, launch their business, or strengthen their existing business this year.

Next year, our motivated team will continue to provide high quality services to our youth, and we will develop and implement a new strategic plan to continue working toward our mission and vision.

I would love to express my appreciation to all the leaders and champions in our organization. First, I would like to thank my wonderful colleagues for their enthusiasm and commitment to the work and the youth we support. I also thank the Board of Directors for supporting PEPY by helping us maintain our values and stay true to our mission and vision. Most importantly, I thank our youth participants who I admire so much. Without you, we could not make any positive changes in our society.

Lastly, thank you to our donors, supporters, partners, and friends who provided both financial and non-financial support to us this year. Your contributions are extremely significant to PEPY and to all our youth. Your commitment show us how much you trust and value our work and your collaboration helps us implement our programs smoothly. Thanks to you, we are now in the process of expanding our target areas to reach more young people who are in need of support! I look forward to continue working with you next year to create many more leaders for the next generation of Cambodia.

Sincerely,



**Khouth Sochampawatd, Executive Director**

# Who We Are

PEPY Empowering Youth is a local NGO and nonprofit that supports the personal and professional development of Cambodian youth ages 14-35. Our vision is a future where all young people have the capacity to pursue careers to improve the quality of their lives. We work to accomplish this by connecting them with the skills, opportunities, and inspirations needed to reach their potential.

We have four values that guide us and our work. They are: Learning and Sharing, Transparency, Collaboration, and Accountability.



## Why Education?

During the Khmer Rouge atrocity, educated people were targeted and killed. As a result, Cambodia continues to struggle with a lack of trained educators and skilled professionals.

Today, Siem Reap is one of the lowest ranking provinces in terms of its quality of education. This includes the national averages of school retention rates, educator-to-student ratios, and high school graduation rates. Siem Reap's low ranking is for a multitude of reasons.

Most families are remote and depend on agriculture for their livelihoods. They do not have the means to provide their children with higher education. These families generally do not value education because they are not aware of the impact that higher education can have. Many Cambodians, even as young as 12, migrate illegally to Thailand in search of work. As a result, income is sporadic and limited, perpetuating a continued cycle of poverty. This has lead Siem Reap to be one of the poorest provinces in Cambodia despite the booming tourist industry.



We believe that education is the only way to break the cycle of poverty once and for all. We focus on: 1) working with local high school teachers to help increase their skills, 2) providing pathways to higher education, 3) connecting rural youths to sustainable employment opportunities, and 4) developing youth to lead and launch successful businesses.

## Where We Work

PEPY currently operates in 6 districts: Siem Reap, Kralanh, Srei Snam, Varin, Taing Kork, and Kompong Leaeng. Our founders, who came to Cambodia to support education development, started by building a school in Kralanh District. Kralanh High School has continued to be our site partner for our Dream Management and Scholarship of Higher Education Projects for over 10 years.

We expanded the same projects to 28 Makara High School in Srei Snam District in 2016 and Varin District's Varin High School in 2019. Our programs in Srei Snam ended in 2022, but we will continue supporting our scholars and alumni from the district in perpetuity.

We also provide scholarships to students in Taing Kork and Kompong Leaeng Districts. We work in partnership with Go Ahead Organization through iHerb Charitable Foundation's support to give more youth the opportunity to access higher education.

PEPY's Learning Center is in Siem Reap city, and it supports up to 60 first-year scholars and additional rural youth each year. Lastly, our Youth Innovators and Incubator Program and office are located close to Siem Reap city center to make it accessible to business owners and entrepreneurs.



## Our Impact



**5,690**

Total youth reached since our organization's inception.



**109**

Villages reached in our rural target communities.



**242**

Total number of scholars since 2012.



# Our 2021 - 2022 News

**We welcomed new board members, new volunteer program partners, and have expanded our programs!**

## Our Team Updates



This year, We said goodbye to our Incubator Program Manager, Phalla Yai, and Dream Officer, Dena By. Phalla helped build our Youth Innovators' Space and Incubator (YISI) Program when she joined our team in late 2020. Through her work, we identified key curriculum and workshop partners, developed a strong curriculum, and networked within the region to reach hundreds of entrepreneurs. After the pandemic lockdowns ended, she returned to her business ventures and we are nothing but grateful for her time and invaluable insight. Our Incubator Officer, Srey Pov Ying, was promoted to Incubator Program Manager in January 2022.

Dena, a former PEPY scholar, was serving the Srei Snam community as our Dream Officer since 2017. She was offered a leadership role at a local non-profit partner and we are

thrilled that she was given the opportunity to pursue her dream job!

We also welcomed two staff members, Somnang Phalla and Van Leat. Somnang joined us in December 2021 as our Communications Officer and Van Leat joined our team in June 2022 as our Incubator Officer.

## Our Board Updates



We are pleased to share that Michael Papi and Andrew Shantz joined us as our newest board members in November 2021! Both Michael and Andrew are based in Phnom Penh. Andrew works as a Freelancer while Michael is the Managing Director of Pteah Baitong. They learned about PEPY through current and former team members who inspired them to get involved. We are looking forward to seeing what we will accomplish with their support!

Mr. Chum Lout completed his term on the board this year. Mr. Chum worked for PEPY in the early 2010's and served as our board member for the last two years to enable more youth to pursue their dreams. We are very grateful for his incredible commitment to our organization and his continued support in local fundraising and networking events.

## Ambassador and Volunteer Updates

This year, our volunteers had a huge impact on the success of our organization. We partnered with two volunteer agencies, Global Vision International (GVI) and Australian Volunteers International (AVI), to help us identify and screen high quality and experienced volunteers. We were very grateful to have had the help of Marjan, a volunteer from GVI, who worked on our blogs in early 2021.

Additional long-term international volunteers included Ashley, Maria, Tommy, and Marta. Ashley and Maria have worked remotely for our Learning Center, running small workshops and lessons with youth in our English classes. Their support has helped us advance our students' listening, conversation, and speaking skills. We were very fortunate to also have Tommy, an in person volunteer who has been assisting our English Project's curriculum development and classes since the summer.

Marta approached our team last summer to support our admin work. She has been an invaluable resource to the Partnerships and Development team, providing feedback on our proposals to help us bring in new partners.





Lastly, we would like to highlight the eight S.E. Asia Foundation volunteers who are also former Learning Center students. They did an amazing job supporting our programs and administrative work in 2022. They are: 1) Reaksmey Chan, our Accounting and Admin Volunteer, 2) Chamreun Yon, our ICT Project Volunteer, 3) Nimol Meok, our Incubator Program Volunteer, 4) Rith Roeuy, our Youth Empowerment Project Volunteer, 5) Srey Orn Tin, our English Learning Project Volunteer, 6) Sreyneang Keng, our English Learning Project Volunteer, 7) Saroeury Vin, our Operations & HR Volunteer, and 8) Vannea Kheng, our Accounting and Admin Volunteer.

### Programs Changes and Updates



This year, after careful consideration and discussions with our stakeholders, we made the difficult decision to end our time at 28 Makara High School in Srei Snam District. We have been running the Dream Management Project and Scholarship for Higher Education Project in the school since 2016. Fifty-one youth in Srei Snam have received scholarships from PEPY and we are so proud of what they have accomplished in their communities and for themselves after joining our programs.

Going forward, we will continue to support them and their personal and professional development. We look forward to introducing a new partner school in the near future!

# Outreach Programs:

## Dream Management Project

### IMPACT STATS:



**720**

Number of  
Beneficiaries  
this year

**4039**

Total Number  
of Beneficiaries



**10**

Number of  
participating  
teachers



**3**

Number of  
partnering  
schools



Many rural high school students 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, students in Grades 10-12 in our target high schools are provided a forum to identify and discuss their ambitions for the future, and challenges they may need to overcome. The classes, which include career resources, mentorship, scholarship opportunities, and group workshops, are run by our Dream Officers in collaboration with local teachers. In our Sharing Events and Dream Talks, successful Cambodian professionals, along with current and former PEPY scholars, give presentations to the Dream students, exposing them to new ideas and aspirations. Our

Study Tours give Dream students the opportunity to travel to Siem Reap city to visit universities, vocational training programs, and historical attractions so that they can visualize their futures. With the Dream Project, we connect thousands of rural youth to higher education opportunities, helping to break the cycle of poverty in rural Cambodia.

#### 2021-2022 Highlights

- This year, the Dream Management Project had 720 regular Dream class attendees! The team, teacher partners, and students were very happy to have in person sessions again this year. This resulted in each school having higher than usual Dream class registrants and our classes having higher attendance rates.
- We organized four Sharing

Events. There was one event in Sen Sok High School, one in Varin High School, and two in Kralanh High School. One thousand four hundred thirty-six students, government officials, and teachers joined the events. The guest speakers were 1) Nuch Kimline, the Executive Director of the Cambodian Women Entrepreneurs Association of Siem Reap and the Founder and President of ATCAM Consulting, 2) Mrs. Chea Soknourn, the Vice President of the Cambodian Women Entrepreneurs Association, 3) Mr. Thon Chantha, the Executive Director of Go a Head Organization, 4) Mrs. Ngoun Rothsopal, AIP's International School Co-Founder, 5) Mr. Chhoun Phearun, from Build Bright University, 6) Miss Khong Kanha, Varin High School's Khmer Literature teacher, and 7) Mrs. Meas Nearyroth, the Assistant to the Dean of Faculty of Education at the Pannasastra University of Cambodia, Phnom Penh Campus.

- We successfully recruited ten teacher partners this year. From September 6th-9th and on October 25th, we gave nine teacher partners a training course in Lesson Design and The Art of Teaching and Facilitation. Throughout the year, additional teacher trainings and development sessions were organized at each partner

school. We also allocated time to organize the curriculum and syllabus with the teacher partners to make sure the Dream classes are a collaborative effort between PEPY and the partner schools.

- Each school conducted multiple Study Tours to ensure that all Dream students have the opportunity to visit a university or vocational institution in Siem Reap City. In total, 726 participants, which included students, teachers, school principals, and PEPY team members joined the tours. Each tour group visited Angkor Wat and at least one school and vocational institution. During the tours, students had the opportunity to explore the libraries and school clubs, and ask questions directly to professors and school officials.
- We organized Varin High School's first Skill Fair. There were 776 participants and 31 companies and higher education representatives in attendance. This event exposed youth to different career opportunities and local university programs.
- Lastly, we introduced Public Speaking Contests in our partner schools! After providing

public speaking classes and practice sessions to our youth participants, they were given the opportunity to put what they learned into practice. This event helped them build their confidence as well as their critical thinking skills by sharing their ideas to a judge panel comprised of PEPY team members and school staff. The events attracted over 500 attendees, with local government officials, students' family members, teachers, school officials, and students.

#### Challenges and lessons learned

- COVID-19 has continued to impact student drop-out rates, with many youths opting to stay at home and work to support their families. Our officers had to shift focus to support the schools' ongoing efforts to get students back into the classrooms. In addition, wedding seasons and the rainy season were causing many youths to skip school. Addressing these issues was especially challenging for Mara, our Dream Officer in Kralanh District, as she was supporting the efforts of two high schools while trying to run our Dream

classes. We realized that in order to ensure both Sen Sok High School and Kralanh High School students have enough mentorship and support, we will need two Dream officers in the district. We are in the process of hiring an officer for Sen Sok High School for 2023.

- There were a few instances of vandalism and damage in our classrooms after some of our partner schools were used as quarantine centers. Some materials were broken and we found damage to our classroom floors. The school sent us an apology and through the efforts of our officers and Dream student volunteers most of the damage was repaired. We have since set up protocols to protect new and valuable classroom materials.





# Outreach Programs:

## Scholarship for Higher Education Project

### IMPACT STATS:



**242**  
Total number  
of scholars



**30**  
Number of  
New Schlars



**139**  
Total number  
of graduates



**97%**  
of graduates  
employed



PEPY supports students from rural/remote communities that are committed to continuing their studies after high school 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, located in Kampong Thom and, Taing Kork, located in 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. Scholars are selected based on 1) their commitment to learning and improving, 2) their families' commitment to their

continued education, and 3) their socio-economic background. These are evaluated by an impartial panel comprised of PEPY staff (and our iHerb partners when applicable) through a written application, in-person interview, 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 the most dedication to continuing their studies and are in great need of financial support.

#### 2021-2022 Highlights

- Thirty inspiring young people were selected for the scholarship this year! We held parent meetings in our target communities to ensure the scholar and their families are committed to the program. We also had an Integration Day to give all the scholars an opportunity to get to know each

other and adjust to their new life in Siem Reap. This included three days at PEPY's office and two days at Kulen Mountain.

- After 10 years of running the project, we held the first Graduation Recognition Ceremony for all the youth who have completed their higher education degrees and vocational training. In total, 113 alumni joined the event.
- We also celebrated the graduation of 21 scholars this year! Sixteen of the 2017 scholars successfully completed their Bachelor's Degrees at the University of South-East Asia (USEA). Two of the 2019 scholars graduated from the Provincial Teacher Training College and three of the 2019 scholars graduated from EHT Paul Dubrule Vocational School.
- Community Payback Projects in the Scholarship Project have



officially ended. Going forward, the projects will be conducted by the Learning Center team for all first-year scholars. For the project's final year, the youth received training in research, report writing, and project management from the Scholarship Team. The scholars were so motivated to run their environmental, health, and education initiatives that they fundraised to expand their projects. They used the funds to purchase children's books, soaps, toothpaste, toothbrush, and school supplies. By the end of the project, the scholars reached over 496 children in six primary schools.

- A group of PEPY scholars received a grant from the Juntunza Fund to run a project called Together for Education. They opened a library and ran a reading contest in Prei Primary School. In Prei Secondary School, they held its first Speaking Contest. This caught the attention of local leaders and government officials and became a massive event. The secondary school students loved having the opportunity to present environmental and educational topics that mattered to them. They did a fantastic job and we were proud to support their work.
- We have new initiatives this year!

Our 3rd and 4th year scholars are helping new scholars succeed in our Tutoring Corner. Students are matched with tutors in their degree programs to build their study habits and get ongoing support in their classes. We have also started a Mentorship Network where 27 alumni and older scholars meet with first- and second-year students to offer them support and advice.

- Our team has secured tuition fee discounts for our scholars in several of our partner universities. We networked extensively with key decision makers in our local universities and have slowly built rapport with them over the years. After learning more about our project and its impact in the region, they became invested in helping more rural youth access higher education.
- We had another successful PEPY Championship Tournament. Over 200 PEPY community members, including alumni, family members and former staff, joined the soccer games as players or fans. We look forward to holding more community centric events in the future!
- Lastly, our scholarship employment rate is nearly 100% again! We have been working very hard to find job opportunities for all of our scholars. Earlier

this year, the employment rate was 89% and 21 scholars were looking for work. Currently, our employment rate is 97%! We anticipate reaching 100% employment by early 2023.

### Challenges and lessons learned

- Health issues affected both our team and the students this year. This resulted in our scholars missing lessons in their respective schools and in PEPY's Learning Center. Our team tried to give extra support to scholars to ensure they did not fall too far behind. In addition to COVID-19, some new scholars were getting sick from lack of sleep and poor nutrition. We addressed these issues immediately by discussing the importance of eating a balanced diet and getting a good night's rest. We will continue to monitor our students' conditions closely and remind them to prioritize their health.
- Some students were struggling academically this year. At our worst point, 18 scholars were below the PEPY Grading Standard! Many of our students were facing intense pressure from their family and were having trouble with time management. With ongoing support from their mentors, the launch of the Tutoring Corner, and check-ins from the PEPY team the number is slowly decreasing. Overall, our scholars are performing well in school with over 85% maintaining at least a 3.0 GPA and 19% earning a 4.0.
- One PEPY scholar dropped out of the program. We tried to find a way for her to stay in school, but unfortunately we could not come to an agreement with her family. Her parents wanted her to return home to take care of her brothers and work in Varin. While we understand that her parents wanted support, we are sorry that she will not be able to continue her professional development.



# Learning Center Program

## IMPACT STATS:

 **329**  
Total number  
of LC graduates



**98%**  
2020-2021  
Retention rate

 **45%**  
rate of  
improved hard skills

 **33%**  
rate of  
improved 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. The particular gaps were in soft skills such as leadership, interpersonal communication, and critical thinking; in linguistic abilities, most notably in English; and in Information Technology. Our goal, in response to these skill gaps, is to support our students in gaining the tools and knowledge that will prepare them for skilled employment.

Our Learning Center classes go beyond the lessons at universities and vocational schools. We provide students with three courses to enhance their employability: 1) The English Learning Project: a



course that supplements students' university English language classes by going beyond the textbook curriculum to provide practical linguistic skills. 2) Information Communications Technology(ICT): Being knowledgeable in media communications and having well rounded IT skills are increasingly important to secure employment. Students learn industry-standard software applications, including Microsoft Office, Canva, and best practices for online communications, in our course. They are also given access to our Future is Bright Lab

and Library, where students and alumni are able to rent and use IT devices to enhance their learning. 3) Youth Empowerment (YE): These classes build confidence and skills in interpersonal communication, leadership, problem-solving, project management, and critical thinking. Students are also taught many relevant skills including CV and cover letter writing and interview techniques. Additionally, they engage in discussions and projects addressing the world's current challenges, especially the UN Sustainable Development Goals.



While all of our first-years scholars attend the center, it is also open to non-scholarship students who are studying in Siem Reap who would like to improve their skills.

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



This year, the team organized the “Student Welcoming Day” for new students on February 7-8th, 2022. In addition to our youth participants joining the event, for the first time, their parents and family representatives were also invited to join for the first time. We believe that students will need a strong support system during their studies. We decided to involve families in our onboarding events so that they feel a connection to the program and invested in their childrens’ studies. This resulted in our retention rate reaching 98% this year!

### English Learning Project (ELP) 2021-2022 Highlights

- The students’ average pre-test score was 46%. For the pre-test, their English reading comprehension, listening skills, and speaking skills were all tested to ensure they were placed in the right class. The lowest level was called the Orangutan group, the middle level was the Fox group, and the highest level was the Beaver group. Throughout the year, they received 16 language modules focused on developing their reading, speaking, and conversational skills. By the end of the course, the students’ average score was 69%. This did not reach our 75% exit-exam target due to a few students who received very low scores. We hope that our continued mentorship and support will help those struggling to continue to improve their skills and confidence.

- Our scholars received support and extra sessions from volunteers Maria, Ashley, and Tommy. Maria and Ashley both conducted small group sessions remotely, while Tommy supported the Learning Center team and students in person. Additionally, we had two Learning Center alumni support our English Learning Project staff as teaching assistants. They each received a SE Asia Foundation scholarship and volunteered for PEPY for 2,000 hours as part of their scholarship agreement.
- To encourage more reading in the center, the students were given reading goals and challenges using the English Reading Tree and the English Bookworm. By the end of the year, they read 36 books from the tree and 16 books from Bookworm.
- We closed the year with a Writing Through Workshop. The workshop encouraged students to think creatively and express themselves by learning how to write and share poems. The poems were excellent and were compiled and published in Writing Through’s 2022 publication.

### Information Communications Technology (ICT) Project 2021-2022 Highlights

- This year, the students learned many relevant applications and programs. They sessions included social media, Computer and its Social Impact, Google Drive, Microsoft Office (Word), Video

Editing using Kdenlive, Microsoft PowerPoint, Microsoft Excel, Canva, Weebly, and Scratch. Adding Scratch to our curriculum introduced our students to coding which is becoming an increasingly sought after skill in our region. We are very proud to be one of the few IT programs in the area incorporating coding and web development into our courses.

- The ICT class participated in topical and insightful workshops and events organized by the ICT Teacher. One standout workshop was from the Cambodian Center for Independent Media (CCIM). They provided a training on Media & Information Literacy. The sessions focused on using social media effectively, social media security, advertising, and photography. The teacher also organized an ICT Talk event to connect our students with skilled IT professionals. One guest speaker was Sreng Pagna, a successful freelancer, who discussed best practices to produce video animation content.

### Future is Bright Lab and Library 2021-2022 Highlights

- The ICT team officially launched Librarika on January 21, 2022. Librarika is a database that tracks our items, waitlist, and users all in one place. We track and rent out computer, smartphones, iPads, USB hard drives, and more. The





database also shows us the reasons why our scholars and alumni are requesting technology so we can plan which items we need to purchase.

- The alumni and students are taking advantage of the IT library and our borrowers are increasing each quarter. During the first quarter, there were 50 instances of borrowing with 18 users. In the most recent quarter, our materials were borrowed 153 times. Now, we regularly raise over \$100 a quarter from the borrowers' contribution fees and will use the funds to go toward computer repairs and future purchases to support the library.

### Youth Empowerment (YE) Project

- We had several key workshops conducted by our team this year. In the beginning of the year, the team focused on sustainable development in Cambodia introducing our students to the UN's sustainable development goals and how they can contribute to developing their community. The students also received public speaking lessons and were given the option to participate in PEPY's first Public Speaking Contest. Forty-eight out of 60 students signed up! This contest is being implemented in all of our programs this year to give youth the opportunity to increase their confidence and challenge themselves. Ten youth worked to overcome intense stage fright by working with the

team and volunteers for extra sessions. Toward the end of the year, students took part in our Job Readiness Training which consisted of CV writing, cover letter writing, and mock interview practice sessions.

- Students also participated in workshops led by outside trainers and learning tours. At the start of the year, students were brought to seven university and vocational training centers in the city. The purpose of the tours was to help them identify where they would like to continue their studies in the future and to learn about current degree programs. In March, Mr. Nhem Reangsey, an anesthesiologist from Siem Reap Referral Provincial Hospital, returned to the center to provide First Aid training to our students. The following week, the students received a training on Sexual and Reproductive Health (SRH). In April, youth also received a two-day Financial Literacy workshop.



In the summer, our students went to the University of South-East Asia to join the Nature and Biodiversity lecture and they also joined the low-skilled pre-employment forum. Lastly, the students visited A Place to Be Yourself Space in November to learn about the LGBTQ+ community and how they can operate as allies and how to access support and resources.

- The students joined PEPY's Dream Management Project's Skills Fair in Varin High School. They learned about numerous job opportunities from NGOs and companies and the importance of networking.
- The YE team organized sports and other outdoor activities to support students' well-being and the development of their team work skills, leadership, and confidence. After a few weeks at the center, the students enjoyed playing miniature golf at Angkor Wat Putt with the team and volunteers. The team also organized 10 soccer sessions for the students throughout the year.
- Last but not least, the students did an incredible job in their Civic Engagement Projects this year. After receiving numerous training sessions in project management, public speaking, and research, the students formed 10 groups. Five groups focused on environmental challenges and five groups chose to focus on education gaps in their community. The environmental groups identified solid waste management in Kralanh Market as their project. The 5 education



groups found that rural students in Grades 5-6 are not receiving enough support in school. They assigned roles within their groups and then conducted field research and meetings regularly with community stakeholders. In the summer, three dialogue meetings were held so that our students could present the challenges they identified to key leaders and government officials in the community. In total, 169 participants joined the sessions to provide their insights and feedback. Students then conducted problem assessments to identify why some of these challenges exist. The education groups found that there was a lack of learning materials for 5th and 6th graders. The environmental group found that there was no organized disposal system in the market and that there was a general lack of awareness in their community about how a person's behavior impacts the environment. After bringing these issues to local leadership, action plans were developed. The education groups worked in collaboration with local schools to expand and renovate two libraries. Their work ultimately benefitted 230+ students this year. The environmental group

organized 5 events aimed to raise awareness of harmful environmental practices and worked with the government to implement an improved waste management system.

### Challenges and lessons learned

- Due to extended COVID-19 school closures, our students are significantly behind in their academics. Recent high school graduates in the Learning Center were particularly lacking in English and ICT skills. As a result, we had to start our classes at a more introductory level. Teachers had to spend additional time outside of the class sessions providing more support to students in small group sessions or individually. This year, the lowest pre-test for the ICT project was 14% while the English Language Project had one student score as low as 10%. We brought in more volunteers and added more outside study sessions to accommodate this year's students.
- Last year, the Civic Engagement Project was new to our team members and students. We made changes this year to ensure that the project was not as overwhelming for the students. While we have been actively supporting the students throughout the project's implementation, we found that they are still in need of more engaged mentorship. To better balance our team and students' time, we plan to recruit a new team member for our YE Project that can provide more assistance in networking and community engagement.
- Some universities and vocational institutions have made some changes in their class structure and schedule. We are finding it increasingly difficult to make the Learning Center course schedule meet the needs of all of our students. This year, four students had an overlap in their university schedule which made it impossible for them to join our English and ICT classes on Friday afternoons. We had to organize a separate class for those students while their friends also helped them study.



# YISI Program

## IMPACT STATS:



**101**  
Youth  
Innovators

**50**

IT For Business  
Graduates



**10**

Number of Businesses  
Improved/Developed



**41%**

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. Since our organization focuses 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 were limited to no jobs available. Instead, we needed to step up and play an active role in helping the recovery of the local economy by 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 8-month

courses in the YISI Program, the Social Enterprise Incubator Course and the IT for Business Course. They are both conducted on Saturdays. The Social Enterprise Incubator Course is for youth entrepreneurs, called youth innovators, to research their business concepts, test their business' viability, and work on their business proposals and pitches. The IT for Business Course gives the same youth innovators well-rounded technical skills to better manage their business. While taking the courses, the youth innovators are matched with experienced business mentors to guide them and help them shape their business plan.

The YISI team initiated two new courses this year. With the support of SE Asia Foundation and Santa Clara University's My Own Business Institute, we launched a comprehensive 15 module "Starting a Business Course" for Khmer youth. The course is free for youth to access, available in English and Khmer languages,

and it written by our entrepreneurs, ensuring the content is culturally and geographically relevant. Now Khmer youth across the country can access our course to learn how to write an affective business proposal and plan. The second course is a short three month initiative called the IT for Business Professionals course. The course is designed for existing business owners.

In addition to our regular courses, we run WeBusiness webinars connecting hundreds of youth across the country with experienced business founders and industry leaders. The talks are every quarter and cover many relevant topics and workshops

This year, we spearheaded the first entrepreneurs' exhibitions in Siem Reap in partnership with four local incubators. Each event has reached over 700 event attendees. Our Future Innovator Exhibitions are designed to give aspiring and new business owners a chance to feature their



product or pitch their business concept directly to hundreds of potential customers. They receive valuable feedback from the event attendees, and participants are able to enjoy the insightful panels, music artists, and vendors.

### Social Enterprise and IT for Business Course 2021-2022 Highlights

- This year, we had 59 youth apply to join our courses. After holding interviews and reviewing applications, we selected 20 youth for our 6–8-month courses. Of the 20 participants, 14 were women.
- After getting feedback from our previous participants and mentors, we revamped our mentorship program to include stipends and improved our guidelines. With these changes, we recruited 10 inspiring and experienced mentors who not only committed to supporting our youth innovators' business planning and research, they also provided workshops during the course.
- We participated in an in-person exchange with students from the University of Pennsylvania's Wharton Business School. All the entrepreneurs shared their personal experience and lessons learned as new business owners. We hope to have more university exchanges in the future. The PEPY team also organized networking sessions with young women entrepreneurs and youth entrepreneurs from multiple incubator programs and NGOs in the region multiple times this year.
- The average pre-test score of the incubator course was 53% and their exit score was 75%, which is an overall increase of 22%!
- In the IT for Business classes, we had workshops with KOOMPI, a technology development company, and SHE Investments, a gender-focused and culturally tailored incubator and accelerator. KOOMPI's session focused on computer components and software. SHE Investments

led a session on Kotra Riels, a bookkeeping app for Cambodian micro entrepreneurs.

- After re-working the curriculum and incorporating last year's participant feedback, our youth performed exceptionally well. Their pre-test average was 12% and their exit score was 84%!
- Our end of year pitching contest resulted in prizes for three women led businesses. The top 3 awardees were: 1st Place (\$1000): Chbar Plant: an online plant shop, 2nd Place (\$700) to Phum Bookstore: an online bookstore that sells office and school materials, 3rd Place (\$500) for Hanuman Laundry: a laundry cleaning service.

### IT for Business Professional's Course 2021-2022 Highlights

- This course was conducted twice in 2022. Since the curriculum is shaped by the participants' needs, we have found the course tends to center on task management and marketing sessions. This year, we covered Gmail, Instagram, Facebook, financial management applications, and branding and design applications.
- 19 participants were selected for the first batch. The average pre-test score for the course was 32% and the exit score was 62%. In the second round, the pre-test score average was 29% and the average exit score was 69%. While we did not reach our 75%

exit score target, we are happy with the participants' increased confidence and will make improvements to our curriculum for next year.

### Challenges and lessons learned

- We recruited a new Incubator Officer who joined our team in June. Since he joined us later in the academic year, it was very difficult to onboard and train him while the courses were in session. As a result, our Executive Director had to step in often to teach classes.
- This year, we had to recruit youth participants twice. Seven youth dropped out a couple weeks into the course due to school scheduling conflicts. It took us a few months to finish recruitment and the team had to spend extra time bringing the new participants up to speed.
- We made many changes in response to participant feedback. We now identify mentors based on the expressed needs of our youth. We also will provide even more training on business planning and give youth more time for their business visits and research to increase their community engagement.
- After so much positive feedback, we will continue providing coaching and group meetings for our alumni to build connections and learn from each other.



# Learning Exchange Programs & Activities

## 8th Annual Cambodia-Ireland Changemakers Exchange

Our team members, Channa and Mara, and former Learning Center students, Penh Chet and Ngoun Sarim, finally got the opportunity to travel to Ireland after years of the COVID-19 lockdowns halting our travel exchanges. Our team members and students visited multiple schools, sharing Cambodian culture and their stories with teachers, youth, and children over several weeks. They also took the time to host Facebook live sessions, so youth in Cambodia could see Ireland, hear about their experiences, and ask them questions live. This was an excellent opportunity for our visitors to build their confidence and for all of our community to engage in the exchange. It was also wonderful to host Irish teachers, Aoife and David, in Cambodia in July 2022 after years of virtual exchanges! Our students and teachers had a fantastic time learning about Irish culture while improving their English comprehension skills. Our team also enjoyed touring the teachers around Battambang and Angkor Wat. Sharing our history and introducing them to new regions in Cambodia was very rewarding for us. We hope to incorporate more local travel in our exchanges in the future.



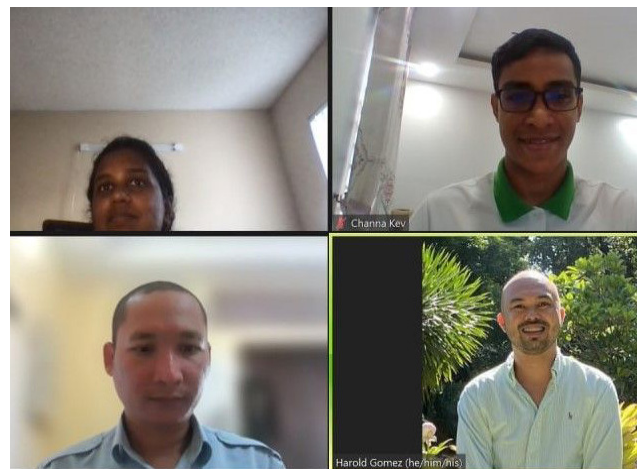
## Online Exchange with TASIS School

Twenty students from PEPY participated in an exchange with the American School in Switzerland's (TASIS) teacher's online! The teachers presented about TASIS, their daily lives, and culture. In the following quarter, the PEPY students presented about themselves and their school experiences. This was an engaging way for our students to practice giving online presentations and public speaking.



## Zendesk Exchange through Team4Tech

Over the summer, we had a meaningful IT learning exchange with our new Team4Tech partner, Zendesk. Our Partnerships and Development team addressed our marketing and program challenges during their sessions. After the exchange, we improved our newsletter content, learned the ins and outs of website search engine optimizations (SEOs), and launched our new website. Paul, a Zendesk volunteer who supported the website coding, was an invaluable resource for us in 2022. Zendesk supported the Learning Center team as they finalized their library tracking system and our HR department got the support to begin putting together a database tracking system. The Learning Center and YISI teams also worked with the Zendesk volunteers on lesson planning and critical thinking development in several key workshops.





# Our 2021-2022 Scholars



# Our 2022 YISI Youth Innovators



**THEA Vanthean**



**KONG Kakda**



**MOEUNG Thou**



**HAN Kimey**



**KHIEV Kanha**



**KHANN Soprang**



**KEM Sreyroth**



**HIENG Marida**



**DUNG Ousa**



**NAVY Pong**



**CHEA Prohosvatheara**



**SREYMEAN Sor**



**KOLABPHANA Sat**



**POV Sokchum**



**TAM Peahoeus**



**PHIN Veasna**



**EAM Sreyros**



**VIN Chivorn**



**SEAV Mom**



**THAV Buntha**



# Student Corner

Sreyry is a 22-year-old PEPY scholar. She received her scholarship in 2019 and dreams of owning her own café. During her first year as a PEPY scholar, she learned some very valuable skills that she believes will one day help her accomplish her dream. She learned how to speak and read in English, communicate effectively with others, about environmentalism, and how to set goals and practice good time management. She especially liked that studying at PEPY involved service work and really enjoyed the days when they collected rubbish in the community and raised awareness about environmental action.

With PEPY's support, she graduated from École d'Hôtellerie et de Tourism Paul Dubrule at the end of 2021 in Front Office and Housekeeping. Now she works at a coffee shop in Siem Reap, gaining the skills and experience to one day open her own business.

When asked how PEPY has impacted her life she shared, "I have never joined an English class or learned any computers; I did not learn any business concepts. PEPY had helped to improve my life a lot including my English, computer, soft skills, and hard skills. I learned how to set up my goal and I chose the skills that I like to study, and I have a job that I like. Now I have a job and I can depend on myself."



Sreyry also told us how important PEPY's Mentoring Network has been for her during her studies and for her career development. She had two mentors who were scholarship recipients in 2017, Chantoeut and Sophim. They helped her with assignments, her time management, and even helped her when she faced housing challenges. She is very grateful to them and thankful that PEPY puts so many support initiatives in place to ensure all scholars succeed. Sreyry would like the PEPY community to know that the PEPY scholarship program is a powerful opportunity for women to get an education. She believes that with PEPY, higher education and an opportunity for a better life is truly possible.



Meet Posy, a 2018 PEPY scholar from Srei Snam District. Posy is 23-years-old and first heard about PEPY when he was a high school student. Joining PEPY changed the entire trajectory of his life. When he was in Grade 12, Posy had planned to emigrate to Thailand after he finished high school just like his brothers and sisters to find work. When he heard about the opportunity to apply for a scholarship, he believed it could give him a chance to find a different path. When he was accepted, he became the first person in his family to continue onto higher education.

Joining PEPY gave Posy access to soft skills courses that helped him define his future path, improve his confidence, and identify his personal interests. He went on to study Tourism and Hospitality Management at the University of South-East Asia. He also got a job soon after graduating from our Learning Center Program as a Khmer Teacher at Speak Like Khmer. We were so proud of him when he graduated in 2022! Now he has a degree that is useful for many career paths and is earning a living that enables him to support himself. In the future, Posy plans to pursue a Master's Degree to become a Food and Beverage Hospitality Instructor.

Posy feels that PEPY is different from many scholarship programs. All students gain so much from joining the Learning Center and the learning never stops. He shared that he also gets support and mentorship from the team even as an alumnus. Posy said, "PEPY cares about their students. So, [that] makes me feel warm towards PEPY. Besides my family, PEPY is my second family."

Posy would like young Cambodians to know that they should be committed to applying for scholarships and to their education. He believes everyone should strive to be future role models for other children and youth in their community. He added, "Even if you do not get a scholarship from a university, do not give up, you need to try to apply for another scholarship!"



Twenty-three-year-old Phearom is a Mobile Developer at Go Global School. She received a PEPY scholarship in 2018 and joined PEPY's Learning Center Program during her first year as a PEPY scholar. The center gave her many skills that contributed to her future career. She shared that the hard and soft skills she received at the center helped her gain the confidence to pursue an IT career and study at a higher education institute.

Phearom completed her degree in Information Communications Technology at the University of South-East Asia in 2022. During her studies, she realized that her interest is in web programming and that she would like to run a computer business. In Cambodia, there are still very few women who work in tech, so Phearom's goals are very inspiring to other young girls. We look forward to see her leading the way to initiate more technology programs and opportunities geared towards women.

PEPY's holistic support made Phearom's career and life possible. She shared that when she became a PEPY student we not only helped her with her studies, but also ensured she had access to much needed health care services when she came to Siem Reap city. In addition, the PEPY team and community provided her with mental health support, connecting her with two mentors that helped her through challenges she faced both professionally and at the university.

Phearom shared, "[The] scholarship at PEPY is the best scholarship for youth because this scholarship teaches us about leadership, business lessons, [and] every scholar got the opportunity to go to study at university that they like in Siem Reap. Every scholar will get support with [a] mentor and [for their] daily life when needed."



Cheuth is a former PEPY Dream Management Project and Learning Center student. He attended Dream class from 2016-2018 in Srei Snam District and the Learning Center in 2019. He is currently a self-employed content creator and is in his fourth year of study at the University of South-East Asia.

He recommends other youth to join PEPY programs because the skills he gained enabled him to pursue the career of his choice. Dream taught him to believe in himself and to make a clear plan to achieve his goals. The Learning Center taught him project management and the basics of business. He appreciated that the Learning Center projects he took part in involved him working directly in the community, getting real life experiences and resolving actual conflicts, rather than working on theory in the classroom. This applied to his current situation by helping him manage his own employment while he works with various clients.

In the future, Cheuth would like to gain more business experience and own his own wholesale drink shop. In the meantime, he enjoys his work and says it is helping him to become more creative and fast thinking.

He tells youth to either join PEPY's Scholarship for Higher Education Project or the Learning Center Program to get the professional skills they need to achieve their dreams in life. He shared, "I want all the people [to] always support PEPY because at PEPY I learned a lot. I want this program to continue running because I want the next generation to get the [same] skills as me."

# Sharing Our Stories and News

Online Platforms	2020	2021	2022
Facebook Fans	11,076	13,305	14,908
Twitter Followers	2,787	2,764	2,835
Instagram Followers	846	1,036	1,269
Video Views on YouTube	4,060	4,034	2,897
YouTube subscribers	283	401	462
# of newsletter subscribers	3,673	3,503	3,503
Website views	-- *	15,050	-- *

*\*In 2020 our insights page through Google Analytics was not working properly. We were only able to access the data for the current month. In 2022, we switched to a new website and the data from January-October was lost from Google Analytics.*



## FACEBOOK

[www.facebook.com/pepyempoweringyouth](https://www.facebook.com/pepyempoweringyouth)

## YOUTUBE

PEPY Empowering Youth

## TWITTER

@PEY\_NGO

## WEBSITE

[www.pepyempoweringyouth.org](http://www.pepyempoweringyouth.org)

## LINKEDIN

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

## INSTAGRAM

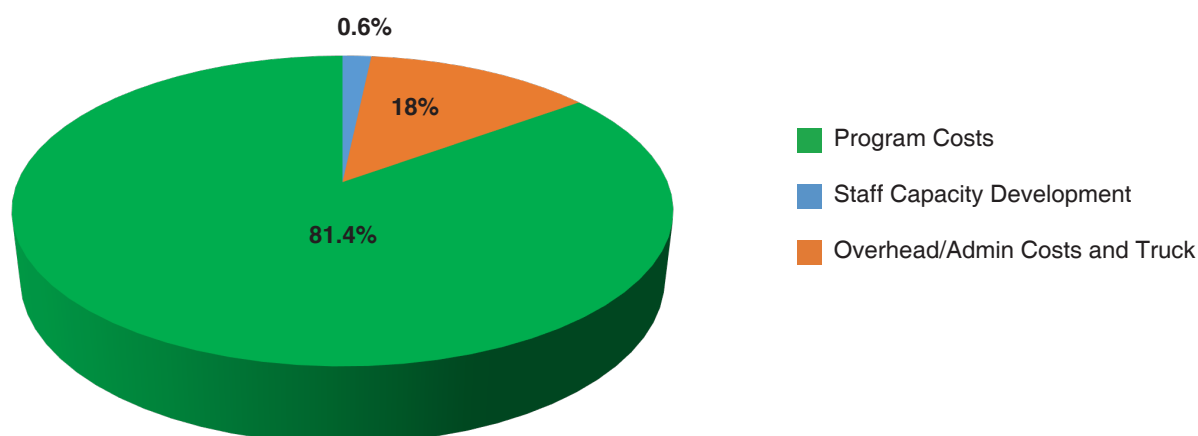
pepy\_cambodia

# Financial Overview

Financial Information	2020	2021	2022
# of Individual Donors	9	280	366
Average Donation Amount	\$1548	\$80	\$498.49
Median Donation Amount	\$ 25	\$ 9	\$ 10
<b>Income (US\$)</b>			
Restricted (Grants, Donors Requests)	\$ 247,319	\$ 386,928	\$ 331,989
Unrestricted	\$ 47,273	\$ 34,884	\$ 74,849
Other Income (investments)	\$ 10,310	\$ 15,124	\$ 27,092
<b>Total Income</b>	<b>\$ 304,902</b>	<b>\$ 436,936</b>	<b>\$ 433,930</b>
<b>Expenses (US\$)</b>			
Staff Capacity Building	\$ 5,067	\$ 5,333	\$ 2,648
Community Student Outreach Programs			
Dream Management Project	\$ 43,629	**\$ 41,373	\$ 47,868
Scholarship Project	\$ 106,43	\$ 157,167	\$ 171,243
Learning Center Program			
English Learning Project	\$ 18,493	\$ 19,200	\$ 20,348
Information Communication Technology (ICT)	\$ 19,427	\$ 22,768	\$ 34,453
Youth Empowerment (YE) Project	\$ 24,986	**\$ 45,340	\$50,384
YISI Program	—	\$ 21,432	\$23,781
Management and General	\$ 19,472	\$ 34,274	\$ 35,244
Communications and Fundraising	\$ 20,593	\$ 17,708	\$ 16,008
Research Project (Hannover University)	-	**\$ 4,954	\$ 6,054
Together for Education (Alumni Project)	-	-	\$ 5,472
<b>New Truck and Document Processing</b>	-	-	<b>\$29,800</b>
<b>Expenditures</b>	<b>\$ 301,746</b>	<b>\$ 348,117</b>	<b>\$ 443,303</b>
<b>Excess of Income over Expenditures</b>	<b>\$ 3,157</b>	<b>\$ 88,819</b>	<b>(\$ 9,373)</b>

*\*\*After working with external auditors and restructuring our expense categories, three 2021 expenditures were updated and changed from the 2020-2021 Annual Report.*

**2021-2022 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 offered him his dream job, to be 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 strengthening the community. 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. 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.



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 create opportunities for rural students to access 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 advancing PEPY's missions and goals, and is happy to be a part of PEPY's family again.

Michael Papi joined PEPY's board in December 2021. He has been involved with PEPY since he volunteered for our organization in 2011. For the last decade, Michael has been based in Phnom Penh and works for businesses promoting and supporting social causes. He is currently the Managing Director of Pteah Baitong, a business focused on the distribution and financing of solar products to help connect communities across the country with solar energy. As a PEPY board member, Michael hopes to strengthen our professional development initiatives and networking on our behalf in Phnom Penh to build more professional and resource connections for us.



Andrew Shantz has been a board member of PEPY since 2021. Andrew is a consultant in Phnom Penh who has a background in environmental engineering and is passionate about combating environmental issues through his work. His recent work focused on water and sanitation as well as monitoring Sustainable Development Goals for World Health Organization. In addition to his work in Cambodia, he supported organizations in Myanmar, the UK, Eastern Europe, and Africa. Andrew learned about PEPY from our Executive Director, Khouth, and met our founder, Daniela, several years ago. Through these meetings, he became very inspired and excited by PEPY and our work and wanted to be involved. Andrew believes in community based work and is happy to be part of an

organization that fits his values.

## 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 to reshape and expand our programs throughout the COVID crisis and beyond.



**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 Program Manager**

Channa, a former PEPY Scholarship student, was recruited to be the Scholarship Project Officer in 2015. His dedication to PEPY and his work ethic led to his promotion to the Learning Center Program Manager position in September 2019.



**Savoeng Skut - Community Student Outreach Program 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 the Manager since September 2019.



**Srey Pov Ying - Incubator Program Manager**

Srey Pov joined the team in 2020 and was instrumental in the development and establishment of the incubator program during its pilot year. Now, she oversees all program events and workshops while creating an engaging co-working space for all youth in our region to access.

## 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 helping 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 former PEPY scholar who has successfully improved 100% of PEPY students' English language speaking and comprehension skills as our English Teacher since September 2017.

**Seha Chhang - ICT Teacher**



Seha joined the PEPY team in 2021, after working as 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.

**Solin Chan - Accounting and Admin Assistant**



After graduating PEPY's Learning Center in 2019, Solin became an intern at the new YISI office. She supported the office set up and administrative work until she was promoted to the Finance and Admin team after several months.

**Van Leat - Incubator Program Officer**



Vanleat joined the YISI Program in June 2022 to support curriculum development and to assist in the development of the program media and reports. He graduated in English for International Business and worked in the Tourism Industry for several years.

**Somnang Phalla - Communications Officer**



Somnang joined PEPY in December 2021 after working in various communications roles for nonprofits. While at PEPY, she plans to improve and amplify our online presence by sharing more student stories and community video projects.



## Field Staff

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**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.

**Chhunnay Bin - Dream Management Project Officer**



Chhunnay 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

Over the last two years, PEPY has transformed as an organization to meet the needs of our community throughout the pandemic. We have expanded our team, our outreach methods, and our reach to support youth across the country ages 14-35. As we prepare to come together to develop and establish a new Strategic Plan for the next 5 years, we will focus on taking important steps to increase our sustainability and to continue working toward our vision and mission. Next year, some key plans and goals that we have include:

- Improving our School for Scholar Initiative to bring more educational programs to PEPY youth. Now that tourism has returned to Cambodia, we are eager to grow our PEPY community through exchanges, tours, and opportunities for our youth to travel and gain new experiences. We plan to identify school partners in several countries and establish meaningful exchanges throughout the Learning Center students' academic year.
- Adapting our work strategy to give us more social enterprise opportunities. Our team is eager to give workshops and coaching sessions to other organizations in need. We also have proven curriculums that we hope to share with others to help advance education in our region. We will have more interns and volunteers at PEPY so our team can have the chance to develop their departments' skills while providing workshops and services to other organizations. We would also like to identify which emerging businesses from YISI we would like to invest in and develop into future PEPY social enterprises.
- Developing more IT resources and finding more literature through our youth partners. In Cambodia, there continues to be a shortage in Khmer books, particularly textbooks. We will identify more partners working to preserve Cambodian history, culture, and literature to ensure our youth have access to learning materials in their native language.
- Shifting the culture of Cambodia's workforce to focus on the gig economy and more independent learning.

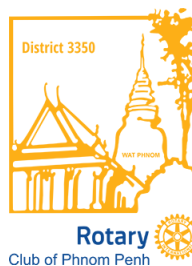
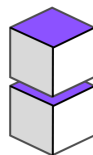
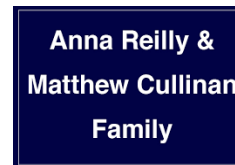
We want to see the future generation doing more with coding, marketing, and other online work that will give youth a chance to earn an income on their own terms. COVID has taught us that job opportunities can come and go very easily, so we will make sure youth are equipped with the hard and soft skills to always be resourceful and resilient.

- Starting to look at new campus spaces for our programs and office. We are exploring options that will lower our operating expenses and give us an opportunity to focus less on funding and more on programming and community work. We aim to be in a situation in the future where we do not have to worry about rent and we will be taking active steps in 2023 to hopefully reach that goal.

*2022 came with many new lessons, challenges, and exciting changes. We are extremely grateful to have your support on this journey as we work hard to ensure that every Cambodian youth has a chance at a bright future. Thank you so much for being a part of our community!*



# 2021 - 2022 Partners and Donors







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*Empowering Youth*