

Quarter Overview

This quarter, the PEPY team and community have been incredibly busy – but also very excited about new developments! **We have worked on our new five-year Strategic Plan** intensely over the last few weeks and are pleased to be finalizing and publishing the document in June! The plan will guide us into a new era of sustainability and increased capacity that will ensure we are meeting the needs of our community. In other news, **we started a new partnership with Oaktree Foundation**, who will be supporting our YISI Program events and workshops. We also welcomed new members to our team. A 2021 PEPY scholar, Sievlong Lai joined us as our newest Dream Management Project Officer for Sen Sok High School. Dena By, a PEPY alumni and former team member has recently rejoined us as our Youth Empowerment Project Officer. We onboarded several volunteers- Emily, an English Teacher who joined our Learning Center, Rizza, a student from the University of Richmond who will be serving as our YISI

Volunteer, Arthur, a journalist from Australia, who is our Communications Volunteer, and Kelvin, a YISI Volunteer and entrepreneurial enthusiast. We are so pleased to have all these fantastic team members on board to help us continue to advance our work!



Photo of a Strategic Planning session group activity.

PEPY Program Updates

Community Student Outreach Program

Dream Management Project

The Dream team managed to make great progress in their classes and conducted several successful events this quarter despite extended school closures. This year, in addition to Khmer New Year, the Southeast Asia Games led to widespread public school holiday extensions to honor the event since it was being held in Cambodia. Across our three partner schools, **we were able to maintain over 945 regular Dream class attendees and an average class attendance above 70%**. In Sen Sok, the average attendance rate was 90%! In the Dream classes, the students are preparing to participate in Debate and Public Speaking contests. We look forward to them having the chance to challenge and motivate themselves in our competitions next quarter. **The Dream team also organized four Dream Talks for the students this quarter** connecting them with uplifting speakers who formally attended the schools or are PEPY scholars. We also conducted a Sharing Event at Sen Sok High School bringing in Cambodian leaders and changemakers from across the region to share their stories at school-wide events. **We had 215 participants join the event when we had aimed for 90 students and community members!**



Chhaira is a 2021 scholar from Kralanh District, Siem Reap Province. He is the eldest of three and his parents are farmers. He dropped out of school when he was in grade 10. After he dropped out, he went to Thailand to earn money to support his family. He performed grueling work in

Scholarship for Higher Education (SHE) Project

We have some BIG news from the Scholarship team - **as of this quarter, 100% of our scholars and alumni are employed!!** Before the pandemic, we were always able to ensure that 100% of our scholars would receive employment within six months of leaving our Learning Center. In 2020 and 2021, our numbers sank as low as 70%. We are thrilled to finally have our employment services back on track. We were also excited to learn that **our employer satisfaction rate of our scholars was 100% this quarter**, indicating that our Learning Center courses are still comprehensive and effective enough to meet the needs of a variety of employers in our region. Our scholars are continuing to perform well in the Learning Center and in their higher education and vocational institutions. **They maintained an average attendance over 95%** in the Learning Center and in their schools. In the Learning Center, **their average pre-test scores were 40% and this quarter, they had an overall 13% increase in their knowledge based on their semester I mid-test.** We are looking forward to receiving their semester results from their university and vocational schools in the coming weeks.

Thailand for two years before he came back to Cambodia and to school. He successfully graduated in 2021 and was thrilled to receive the PEPY scholarship to study Marketing and Build Bright University. He is the first person in his family and was one of the first people in his village to go to university. He never took his scholarship for granted. For starters, he has been doing so well at school that he has been recognized by the university for his outstanding academics. After PEPY's Scholarship team helped him secure an internship at Cas-Bix Technology, he applied the skills he learned from our Learning Center to wow their team and and a job as their Sell Officer. In the future, he wants to become a Marketing Specialist, run his own business, and give back by educating more youths to be specialized in selling and marketing. We are so proud to have supported Chhaira's journey and look forward to seeing what he will accomplish!

PEPY Program Updates



Learning Center Program

It is official – **the Learning Center Alumni Association is finally here.** After coordinating with our team, the PEPY Alumni Association, and reaching out to our Learning Center community, we were able to have our first meetings, elect the association's leadership, and formulate a strategic plan for the group. The group now has a vision, mission, goal, and values that they will be looking to promote through their events and marketing – and will be another forum to support PEPY youth even after completing our programs. **There were 100 participants who joined the association's Oath Day,** and we are so thrilled to see this group finally come together. **With the support of our donor and partner, Child's Dream Foundation, we also launched our new living allowance initiative** for financially disadvantaged Learning Center students. After the pandemic, many families are continuing to struggle to make ends meet and we do not want our students to have to choose between feeding themselves and their education. **This allowance has enabled ten of our students to meet their basic needs** so that they can focus on their education and their futures.

English Learning Project (ELP)



Students having fun holding up their work in class.

Our ELP team and volunteers have been working overtime to support our students' speaking and comprehension skills. **The students received seven virtual language sessions** from our English Volunteer, Ashley, covering topics - food around the world, telling the time, Australian culture, and more. Ashley has done a fantastic job increasing the students' confidence of holding everyday conversation in a second language. In the classroom, **our English Teacher, Soury, and English Volunteer, Emily, covered five intensive grammar and vocabulary sessions** that were designed to fit each class' English comprehension level. As a result of our English team's combined efforts, the students have progressed rapidly. While their average pre-test score for the course was 36%, **their average mid-term test score was 65%**, which is an overall 29% improvement! We feel very confident that their post-test score will surpass the team's goal of a post-test score of 75%.

Information Communication Technologies (ICT) Project

In the ICT Project, the students' overall progress is slow-going but steadily increasing. While many of our students started the year unable to turn on a computer, **they have all successfully completed five lessons** covering Google Drive,

Microsoft PowerPoint, Microsoft Excel, How to Organize Files and Folders, and How to Backup Files. When they joined the ICT Project, the students' pre-test scores were 27% and **the average score of their recent mid-semester test was 41%.** While this is a lower score than we would generally expect at this point in the year, we recognize that due to COVID lockdowns and schools losing their resources, the students that we are currently working with have missed years of crucial IT engagement and learning opportunities.



Students after completing the MIL Block Seminar.

Our teacher, **Mr. Seha, is going the extra mile by connecting the students with speakers and events** to help them understand how powerful and beneficial technology can be in their lives. The first was an ICT Talk from Moeut Tokla from Build Bright University who covered the topic, *"How to Learn Effectively in the Digital Industry 4.0."* The second was the MIL Block Seminar Event with the Cambodian Center for Independent Media for two full days of training on what we should know about security on social media and how to interpret and understand misinformation and disinformation.

>> Future is Bright Lab and Library

The Bright Lab and Library has proved to be a transformative and crucial initiative for our community. Our services are being used more and more, and **in this quarter alone our IT materials have been borrowed 205 times! We have raised \$309 USD** and we will use the funds to buy additional learning materials. Seventy-eight alumni and 127 current students borrowed IT materials. They shared that they have been using our computers, phones, and other materials to support their jobs and their self-learning. Having access to these resources has helped our students and alumni find skilled work, perform well in school, and learn new applications to advance their careers.

Youth Empowerment (YE) Project



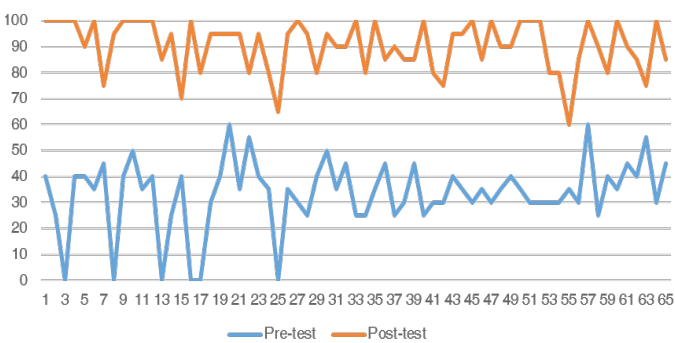
Speakers panel at the Youth Leadership Talk.

PEPY Program Updates

In the YE Project, students are gaining confidence and leadership skills by participating in key seminars and workshops. **The students joined a Youth Leadership Talk** centered on living as a leader that was coordinated by the PEPY team, Build Bright University, and author, H.E. Veng Sereyvuth. **The talk had 77 participants** and featured speakers Mr. Kimchen Peung, Advisor to the Ministry of Education, Youth, and Sports, and Phearun Chhoun, Director at Build Bright University, Siem Reap Campus and the Northwest Campuses. Another standout activity that the students partook in was PEPY's Public Speaking Contest. After the students practiced extensively, **PEPY held the contest finals at the Cambodian National Youth Center. In the end, the top five winners were chosen**, but the bravery and incredible progress of all of our students were celebrated and acknowledged.

In addition to the contest prep, **the students also received training in Project Cycle Management and Do No Harm to prepare to implement this year's student-led Civic Engagement Projects.** The students were very eager to take the courses and significantly increased their knowledge and skills in management and conscientious decision making. **The Do No Harm average pre-test score was 37% while the average post-test score was 90%.**

Youth Empowerment Project Do No Harm Training Pre and Post-Test Scores, Quarter III 2022-2023



Do No Harm Course Pre and Post-test scores.

The project themes that the students will be working on are waste management, improving children's reading behavior, and hygiene. So far, the students have separated into 10 groups, and they have begun preparing for their projects' needs assessments. They have started formulating questionnaires, activity plans, and budget plans as well as other admin documents.



Ra is a Learning Center student who dreams of becoming a General Manager. Our classes taught her that she needs to build her confidence to achieve her dream. Ra is working on her speaking skills and even joined our Public Speaking competition. She also volunteered to be a youth group leader in our Youth Civic Engagement Project and applied to be the Learning Center Alumni Leader. She was ultimately elected to be the Second Vice President. "I know that in order to become a general manager in the future, I



Youth Innovators' Space and Incubator (YISI) Program

The YISI team is supporting PEPY Youth Innovators and entrepreneurs around the region this quarter! **PEPY's volunteer, Kelvin, led a workshop called "Using Empathy to Understand Your Customers."** Kelvin taught the participants about design thinking and business, following startup and entrepreneurship pedagogies in Hong Kong and Canada. **The event engaged 21 young people** from SHE Investments, Cambodia Women Entrepreneurs Association, Women's Resource Center, Young Entrepreneurs Association of Cambodia, Friend International, Journeys Within Our Community, SPOONS Cambodia, Doursanak, and People Center for Development and Peace. The participants practiced using empathy tools and learned when to apply them to one's business to build up their professional networks.



YISI participants with speakers after the WeBusiness event.

We also had 81 participants join us in our latest We Business Talk: Entrepreneurs Web Series covering sources of funding for Small and Medium Enterprises. The speakers were Mr. Bill Sokhy CHEA, Managing Director of Omohub, Bluu, HN Outsource, and Startup Grind, and Mrs. Ry Thanny, the Founder of Norea Angkor Handicrafts Co., Ltd. Participants learned about the various sources of funding opportunities for SMEs and what aspiring young people and entrepreneurs should be prepared for when seeking funding, investment, or loans.

Social Enterprise Incubator Course

In our Social Enterprise Incubator Course, **the Youth Innovators had a positive exchange with 21 students from Singapore Management Univ. (SMU)** this quarter. While collaborating and learning with the Singaporean students, they received training on Marketing Strategies from Mr. Toeu, who is the CEO and top Independent Business Development

have to expose myself to the leadership position so that I can adapt and build my own capacity to prepare for the bigger role in the future," said Ra. Unfortunately, Ra has not been able to study at university due to her family's financial challenges. Our partner, Child's Dream Foundation, provided us funds so that our most vulnerable students, like Ra, will complete their training in the center.

Ra said, "I will work hard for my own personal development and hoping to get a job with decent salary wage, so that I can afford myself to stay in the city and start university after I graduate from PEPY." To us, Ra defines empowerment and the reason we exist as an organization. Someone really determined like Ra should receive the support, opportunities, and resources needed to reach her potential. With Ra's perseverance and dedication, we know she will go far!

PEPY Program Updates

Consultant of HTB Consulting Co., Ltd. Together, the students worked on strengthening the 4Ps of Marketing (product, price, place, and promotion) as well as analyzing product placement, conducting SWOT analysis, setting competitive prices, and crafting captivating promotional campaigns.



Youth Innovators with the Singaporean students.

Nine mentors were introduced to the participants this quarter. Our mentors are experienced business leaders and founders in the region. The mentors will be supporting the Youth Innovators as they conduct research and develop their business plans. The YISI team held an orientation session with the mentors and the team feels confident that they matched well with the Youth Innovators. The Youth Innovators recently visited Tavern Restaurant in Siem Reap to conduct business research. They will be working with their assigned mentor to see how the lessons they learned from the visit could be applied to their business plan. We are so thankful to have the support of these experienced business founders supporting our Youth Innovators!

IT for Business Course

In the IT for Business Course, **our Youth Innovators learned Google applications and tools, marketing applications, and media design applications this quarter.** These included Google Gmail, Forms, Drive, and Maps, as well as Canva (a design application), and Capcut (a video editing tool). Through these sessions, the Youth Innovators were able to increase their knowledge and awareness of key applications that will support their business and help them to conduct market research and outreach.

>> 3-month IT for Business Professional's Course

We kicked off our IT for Business Professional's course this quarter with 20 new recruits! So far, we have held the course orientation to give the participants information about the three-month course. The focus of the sessions will be on Task Management in the Office and Ecommerce and Social Media Commerce. The new participants also got the opportunity to hear the experiences of two Youth Innovator alumni on the impact of the YISI program. Then, they took a pre-test to measure their comprehension of the course content. **Their average score was 35%** and we are looking forward to seeing them build their confidence and skills throughout the duration of the course.