

# PEPY EMPOWERING YOUTH'S **STRATEGIC PLAN**



September 2023 - August 2028

# OVERVIEW

Developing Organizational and Staff Capacity for Consistent High Quality Work and for Long-Term Sustainability

## What do we want to achieve in these next five years?

- We want PEPY to become a stronger and more effective local organization to empower as many as possible youth through our programs.
- We want to systematically develop ourselves professionally and personally.
- We want to prepare PEPY to thrive financially and programmatically and to be robust even in times of economic challenges.

To achieve this, we have developed our strategic plan!

## Who we are:

PEPY Empowering Youth is a local nonprofit and NGO providing crucial life skills and professional development programs to disadvantaged young people in Siem Reap, Cambodia.

## Our Vision:

That Cambodian youths have the capacity to pursue careers to improve the quality of their lives.

## Our Mission:

PEPY exists to work with dedicated Cambodian youth by connecting them to the competencies, opportunities, and inspirations needed to reach their potential.

## Our Goal:

To increase the percentage of Cambodian youth in our target areas accessing skilled employment.

## Our Values:

- **Transparency** - we are willing to share our working model, successes, and failures.
- **Collaboration** - we value collaboration within and beyond our organization.
- **Accountability** - we believe in holding ourselves accountable to all stakeholders.
- **Learning and sharing** - we value learning at both the individual and organizational levels and we are willing to receive and give constructive feedback internally and with our stakeholders.



## Our Programs and Projects:

- **Dream Management Program** - An elective course run in partnership with local teachers covering goal-setting classes, mentorship, and networking for rural high school students.
- **Scholarship for Higher Education (SHE) Program** - Providing tuition, healthcare, mentorship, living allowance, and training to financially disadvantaged but ambitious rural youth to attend higher education institutions.
- **Learning Center Program** - One-year program with context-based training in English, Information and Communications Technology (ICT), and soft skills for youth to excel in the current job market.
  - Youth Empowerment Project
  - Information and Communications Technology Project
  - English Learning Project
- **Youth Innovators' Space and Incubator Program** - Comprehensive soft skill and IT courses to prepare entrepreneurs to launch social enterprises or build resiliency and sustainability into their current workspaces.



## Strategic Plan Outline

Our 2023 - 2028 Strategic Plan includes 3 Strategic Themes, 11 Strategic Objectives, 24 Strategies, and 179 Strategic Activities

### Strategic Themes:

- 1. Effective and Efficient Program and Project Implementation (our core processes)** - This strategic theme includes the implementation of our programs and projects. This theme is about the continuous improvement of our program and project management and the core competencies of PEPY, to work towards more efficiency and effectiveness.
- 2. Organizational Development Towards Process Quality** - This strategic theme is targeting the strengthening of our organization and our ability as a local NGO to successfully implement all of our planned work with consistent quality through the continuous professional development of the staff.
- 3. Achieving Long-Term Sustainability of PEPY** - This strategic theme is about the long-term survival of PEPY in terms of cultural and financial sustainability. This includes the mindfulness of operational costs and planning for worst-case scenarios as well as increasing our cooperation with local providers of resources.

## Strategic Plan Outline (ctd.)

Our 11 Strategic Objectives nested under the Strategic Themes.

### Effective and Efficient Program and Project Implementation (our core processes)

- **SO 1.1** Program & Project M&E system in place and successfully implemented by 2024 and maintained
- **SO 1.2** All program mechanisms are well structured by 2024
- **SO 1.3** All program and project staff are well trained on project management and M&E and participate in systematic CPD from 2025
- **SO 1.4** Additionally, 4 new target schools are reached by 2028

### Organizational Development Towards Process Quality

- **SO 2.1** Staff development strategy and annual development plans developed and successfully implemented by 2024
- **SO 2.2** MEL system in place and successfully applied in the organization by 2024
- **SO 2.3** Quality management system developed (similar to ISO 9000), fully implemented, and maintained following best practices by 2025
- **SO 2.4** By 2026, PEPY will be established across Cambodia as an authority of soft skills development and IT training



## Strategic Plan Outline (ctd.)

### Achieving Long-Term Sustainability of PEPY

- **SO 3.1 Financial Sustainability:** To ensure that we are procuring the funds to meet the needs of our organization by 2024
- **SO 3.2 Social Sustainability:** Building a community that fosters engagement amongst our donors and alumni to maintain PEPY's values and amplify our work for future generations
- **SO 3.3 Social Sustainability:** Create a healthy and inclusive work environment that will encourage staff and ensure they are operating at their best



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## Access Detailed Strategic Plan

<https://www.pepyempoweringyouth.org/wp-content/uploads/2023/07/PEPYs-2023-2028-Strategic-Plan.pdf>

## Program Overviews



### Dream Management Program

<https://www.pepyempoweringyouth.org/dream-management-project/>



### Scholarship (SHE) Program

<https://www.pepyempoweringyouth.org/scholarship-for-higher-education-project/>



### Learning Center Program

<https://www.pepyempoweringyouth.org/learning-center-program/>



### Youth Innovators' Space and Incubator Program

<https://www.pepyempoweringyouth.org/youth-innovators-space-and-incubator-program/>