



Quarterly Overview

This quarter came with several new and returning faces to PEPY as we ramped up our programs and new office space for our headquarters and Learning Center. **We were pleased to host Goutham and Lindsay, representatives from our longstanding partner Team4Tech**, on February 8-9, 2024. They visited the projects that Team4Tech helped make possible and led enriching discussions with our participants on Cambodia’s technological development and how access to IT will shape their future careers. **A group of 14 students and two facilitators from Tompkins College had a wonderful half-day exchange with our Learning Center students** on January 10, 2024, and **Ashley, our remote English Learning Project Volunteer, led in-person workshops** in the center from January 21-February 2, 2024.

Nam Tola, our temporary English Learning Project teacher joined our team while Soury, our English Learning Project teacher, is on maternity leave from January - April. We wish Soury and her family well and



PEPY team members and a group of students with Team4Tech's Goutham.

are grateful to have recruited a skilled teacher in her stead. Lastly, **we welcomed Chamreun, a former PEPY Learning Center student, to the team as our new Communications Officer** in early January.

PEPY Program Updates

Dream Management Program

We are now operating in 12 schools in Siem Reap Province: Kralanh High School, Sen Sok High School, Varin High School, Sraekvav High School, Kouk Doung High School, Reul High School, Banteay Srei High School, Sna Techo 317 High School, Srievibolkae High School, Pong Ro High School, Preah Theat High School, and Spean Tnort High School. While we only have three Dream Officers, we recruited Dream Teacher Partners to lead the Dream classes after receiving facilitation training from our team. **We also started a Dream Management Teaching Assistance (DMTA) initiative** where high schoolers gain leadership skills to support the Dream Teacher partners in class and on relevant administrative tasks. We held one train-the-trainer (TOT) session for Dream Teachers and one DMTA training session in late December. Following that, Dream Teachers from all our partner schools participated in a multi-day exposure visit to exchange experiences and ideas in early February.



Business founder, Konhing, at the Sharing Event.

After holding opening ceremonies at each school, **we organized three Dream Talks and a Sharing Event.** The Sharing Event was organized in partnership with Kouk Doung High School on February 23, 2024. **The event had three speakers and 338 attendees** including the District of Education, our Executive Director, the school leadership, the teachers, and students from both Kouk Doung and Riel high schools. **The Dream Talks were held in December and January and reached over 200 Grade 10 students** at Srievibolkae, Preah Theat, Banteay Srei, and Kouk Doung high schools. The talks were led by recent high school graduates discussing how they overcame academic and personal challenges to work towards their goals.



Grade 10 students from Kouk Doung High School and the Dream Talk speakers

At each school, **16 lessons focused on students increasing their self-awareness and setting personal and professional goals have been covered so far** (6 lessons were provided to Grade 10 students, 5 lessons were provided to Grade 11 students, and 5 lessons were provided to Grade 12 students).

PEPY Program Updates

Scholarship for Higher Education (SHE) Program

This quarter, the SHE team provided many community-building and holistic support initiatives for alumni and scholars. Our **28 first-year scholars participated in our four-day Integration Day** in mid-January. We combined team-building activities with onboarding sessions to help the scholars get more comfortable with each other and life in Siem Reap. They also participated in a tour of Siem Reap's higher education institutions with the Learning Center students, to learn about each school's offerings and determine their best fit. As of late February, **26 first-year scholars have successfully enrolled in the school of their choice**. In early February, we started the PEPY Championship Season VI, our annual soccer tournament – **bringing together 12 teams of over 180 PEPY team members, scholars, alumni, and current participants**. This year, there were five teams in the women's division and seven teams in the men's division. The tournament lasted four weeks and **over 350 PEPY community members were in attendance**.



PEPY community celebrating with the tournament winners.

Only 79% of our scholars achieved a GPA of 3.0 or above. Most underperforming scholars struggled in mathematics classes and were not involved in our Tutoring Corner. We met with them individually and encouraged them to access our tutoring and mentoring resources. We will pre-emptively encourage our first-year scholars to come to the tutoring corner when their classes begin. Lastly, **55% of our 2022 scholars have secured gainful employment within four months of graduating from our Learning Center**. We aim to reach our target of 100% employed before June.



Soriya is a 2022 scholar from Kralanh District. He is a determined student who improved his English skills quickly through constant practice despite never studying English before coming to our Learning Center. After graduating from the center, Soriya continued studying IT at Build Bright University. He is now in his second year and recently became an IT intern at Australia Pacific International School in Siem Reap. Soriya shared “I would like to thank PEPY for giving me the best opportunity to continue

at university and make my dream come true, without PEPY, [...] maybe I am now working in construction in Thailand.” Recently, Soriya was recognized for his efforts and was selected by our team to represent PEPY in Ireland in May 2024. In the future, he hopes to create Khmer IT applications and we look forward to helping him continue to go from success to success.



Learning Center Program



Learning center students in Youth Empowerment class.

This quarter, after reviewing 108 applications, **we selected 32 non-scholars to join our 28 first-year PEPY scholars in the Learning Center**. We hosted a welcoming event for the students and their families on January 2-3, 2024. During the event, we outlined the goals of the program and our expectations of ourselves, the students, and their support networks. So far, **we have maintained an average attendance of 98%** indicating the students and their families' commitment to our program and course activities. **Students' average pre-test score for all of the courses was 29%** - so while they have a long way to go to reach our target of an exit score of 75%, we are encouraged by the dedication and enthusiasm the students have demonstrated so far.

We also continued our monthly living allowance program this year and have identified 15 at-risk non-scholars who will receive \$75 USD a month to cover their housing and living costs. This fund reduces their and their families' financial burden, allowing students to prioritize their studies while attending our center.

English Learning Project (ELP)



Nam Tola leading an exercise in the ELP.

Nam Tola, our temporary ELP Teacher joined us in early January 2024. He will be leading the class while our teacher, Soury, takes maternity leave from January – April 2024. Nam Tola has already proved to be a great asset to the team and is a skilled instructor. We are also pleased to have the continued support of **our volunteers Mark, Amy, and Ashley** who helped us develop and launch a new initiative in January centered on **building students' public speaking and presentation skills in English - the English Learning Club (ELC)**. In the ELC, students research topics and present their ideas.

PEPY Program Updates

In our regular classes, students have been divided into three groups or levels based on their pre-test scores. So far, **they have worked through five lessons in our textbook** covering how to give introductions, family relationships, antonyms, and strategies for discussing personal information in English. The more advanced classes have also worked on using the verb "to be" and how to use possessive adjectives and pronouns. The students are very engaged and practice with each other inside and outside of the classroom. We love seeing their confidence in the English language grow each week!

Information Communications Technology (ICT) Project



Students working on a group activity in ICT class.

In ICT class, **students have covered seven lessons.** The first lessons were focused on increasing students' comfort with technology with typing sessions in English and Khmer. They were simultaneously introduced to Telegram and email to develop professional and inter-office communication skills. They also covered the applications Google Drive (including file management and online/offline backup methods), Microsoft Word, and PowerPoint. This year, many of our students are finding a love for IT. Student, Seyha, shared, "In the ICT project, I have learned many interesting topics. I enjoyed all the lessons [...] This quarter, I learned about using email functions such as labeling, sending, replying, scheduling, drafting, managing spam folders, and organizing inboxes and trash. Additionally, I learned about using Google's online drive to store and organize files and folders securely for easy access. Following that, the teacher introduced Microsoft Word and PowerPoint. Among these lessons, PowerPoint has captured my interest the most, as I enjoy designing slides for presentations."

>> Future is Bright Lab and Library

After raising over \$800 last year, the Future is Bright Computer Lab and Library has continued to be a popular resource for our students and alumni. This quarter, **our IT tech materials were accessed and borrowed 331 times, and we raised \$271.88 USD from student contributions.** Our student and alumni borrowers reported that they primarily used our computers, tablets, and hard drives for work purposes and for their studies. With more tech resources, the library could prove to be self-sufficient, generating enough funds to cover necessary repairs and updates.

Youth Empowerment (YE) Project

The YE Project was very busy this quarter! After combining students' self-assessment scores with our teachers' scores, **the average soft skills pre-test score was 19%.** We are working to improve students' self-esteem and professionally relevant soft skills through our projects and workshops. This quarter, **the YE team kicked off the year with six sessions** on Self-assessment, Who Am I (a self-discovery session), Goal Setting, Achieving Motivation, Gender Inclusiveness, and The Decider Skills (which is focused on decision-making while recognizing emotional intelligence of yourself and others).



Learning Center students at South East Asia Univ.

On January 3-5, **the students visited seven Siem Reap universities and vocational training schools** to learn about their requirements and programs. We then counseled 32 students to help them decide if they would like to register now or save up money and apply for scholarships for next year. **We also organized three workshops to promote critical thinking and proactive healthcare** amongst our students: 1) a reproductive health workshop by Marie Stopes Siem Reap Clinic, 2) a dental healthcare workshop with our partner, Chea Leangheng Dental Clinic, and 3) a First Aid workshop with a certified professor from Angkor University. **Two Youth Leadership Talks were held for students on February 16 and 27, 2024.** The first talk featured freelancers, Ms. Pin Samnang and Jonathon Holdsworth, who discussed how content creation can help us express ideas, connect with others, and positively impact the digital world. The second topic was centered on effective leadership skills by listening to esteemed tour guide, Mr. Thoeurn Vuthy's, talk on "Life and Leadership During the Reign of Jayavarman VII."



Mr. Vuthy with the Learning Center students after his talk.

PEPY Program Updates



Meet Ran Ra, a 2022-2023 Learning Center alumni, from Kralanh District. After graduating from our program, she quickly found a receptionist job at the Urban Hotel. She credits her success with the skills she gained at our Learning Center. She shared “After having an experience of working as a receptionist [...] for 3 months. I found a few of the most important lessons I learned from the Youth Empowerment Class and it was time that I brought it to use in my daily work. First, I learned about the importance of effective

communication. I discovered the power of active listening and developed my ability to express myself clearly and confidently. As a result, my interactions with colleagues and guests became more meaningful and productive. Second, I learned about emotional intelligence management. I gained insights into my own emotions and learned how to manage them effectively. By understanding the emotions of others, I became more empathetic and skilled at navigating challenging situations. I developed strong relationships with team members and was able to resolve conflicts with ease. Third, I learned about different leadership styles and strategies, I began taking on more responsibilities at work and became a trusted staff member within the team.”

Ran Ra was surprised to find that her time at our center also taught her to embrace change and view setbacks as opportunities for growth. She became more open-minded and flexible, which has allowed her to navigate unexpected challenges with grace and confidence. Ran Ra has proven to be a great role model for the next generation and has already inspired young people in her community to follow in her footsteps and pursue their dreams until they become a reality.

Youth Innovators' Space and Incubator (YISI) Program



Our manager, Panhary, leading the PEPY launchpad presentation.

After the YISI team completed a needs assessment of our stakeholders and developed a new training curriculum, they initiated our new training series - the PEPY Launchpad. **We will deliver training sessions in three phases:** 1) a Hackathon Challenge: for new and aspiring business owners to outline or refine their business concepts through an intensive three-day series of workshops and research sessions, 2) a Bootcamp Challenge: a three-day training series to help Hecathon Challenge participants advance their business concept

into a viable product for the market through consumer testing and ongoing mentorship, and 3) the PEPY Accelerator: a three-month training program for Bootcamp Challenge finalists and existing business owners to receive the soft skills and tools to effectively run or expand their business through comprehensive entrepreneurship and IT classes.

PEPY Launchpad



A group exercise during the PEPY Launchpad.

The team successfully promoted and introduced the PEPY Launchpad through a sharing event and ideation workshop at the Heritage Walk Mall on February 3, 2024. **The launchpad attracted 127 participants** including high school students, university students, young professionals, and business owners.

>> Phase One: Hecathon Challenge

After receiving 75 applications, the team worked through a rigorous application process considering each potential participant's business idea, their personal/team commitment, and their motivation to participate in the program. After shortlisting the list to 45 candidates, **the team formed a selection committee, held interviews, and ultimately selected 34 candidates to participate in our three-day Hackathon Challenge** and three-day Bootcamp Challenge. We are looking forward to kicking off the Hackathon Challenge in March!