2020 Annual Report

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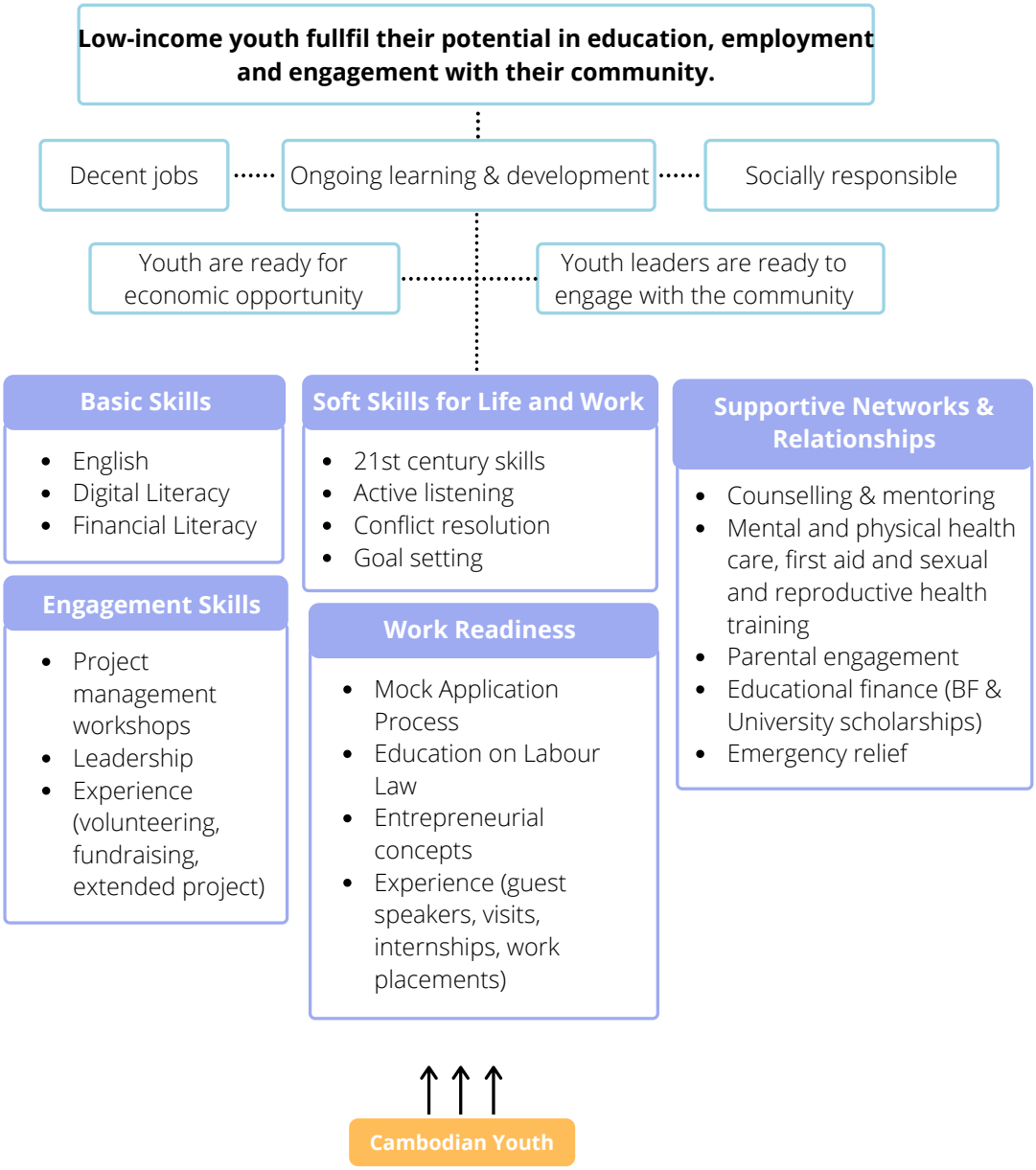
Journeys Within Our Community

OUR THEORY OF CHANGE

Journeys Within Our Community (JWOC) is a youth development non-profit organization that has been partnering with low-income youth in Siem Reap for 15 years. To date, JWOC has supported over 1,250 young people, focusing on Sustainable Development Goals (SDGs) 4, 8 and 10 by providing quality education, supporting them to find decent employment, and reducing inequalities. Guided by the three E's of education, employment and engagement, we award Scholarships that enable young people to access higher education, vocational training or skilled jobs, and provide workshops and classes to improve their language skills, digital literacy, career progression, well-being and opportunities to develop as resilient youth leaders.

JWOC's theory of change is that providing education at critical points of transition allows youth to develop the means and motivation for both personal and community development. As youth enter our programs, they begin to fulfill their potential.



A WARM WELCOME FROM OUR LEADERSHIP TEAM

Many would call 2020 a 'bad year', but for us at JWOC, it was a year of completion, learning and growing. We enter 2021, our 15th anniversary, with the ability to adapt and respond to the needs of our community, even when times are difficult.

With the purpose of building the youth leaders of tomorrow, JWOC has successfully localized the position of Managing Director, and is now co-led by two female leaders who will inspire hundreds of young Cambodians. We are thankful to Kneath Heard, our previous Executive Director, for his guidance and mentorship through this transition.

At the end of 2020, 14 Scholarship Students completed their journey, and another 56 are ready to gain more knowledge, skills and experience in the years to come.

We launched our Better Futures Program just 1 year ago, with 26 high school students who are ready for their second year in the program, with better knowledge of English, Digital Literacy and soft skills that will help them set goals for their ongoing personal development. In addition, 23 post-high school students completed a 1-year course, giving us the opportunity to pilot our program with this new target group, learn and identify how we can support our students better.

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With the impact of COVID19 on our students, our team has made wellbeing a priority, offering food assistance, financial aid and counselling, all thanks to the generosity of our global community. We couldn't be more proud of our team, who ensured that our students were engaged through the transition to online learning, which was the first time for all of us.

As the new leaders of JWOC, we are so honored to see JWOC developing. Without the help of our supporters, staff, students and Board of Directors, we would never have been able to achieve as much as we have in this past year. We look forward to what 2021 will bring, and are excited to take you along on this journey with us.

Gratefully,
Konthea and Keisha

IMPACT WITHIN OUR COMMUNITY

Scholarship Program

14
University degrees completed in 2020

56
students on track to complete their degrees

95%
of students completed the year

Better Futures Program (high school)

31
students enrolled in our weekend program

94%
of students completed the year

75%
of curriculum completed

Better Futures Program (post-high school)

26
students enrolled in our weekday program

26%
of students completed the year

60%
of curriculum completed

COVID19 Emergency Relief

30
food packages (April & May)

84
cash transfers (June - December)

204
phone top-up cards

EDUCATION

52%
of youth improved their English ability by 1 level

52%
reported greater confidence in using Microsoft Office

48%
of students demonstrate 21st century skills at a satisfactory level

Reflections

For both English and Digital Literacy, we have learned that using self-reported results does not allow for accurate data. The lower results can be explained by a lack of opportunity for students to practice their communication and computer skills due to the impact of COVID19 on physical classes, and the difficulties of learning online for 9 months. This also impacted students' ability to demonstrate their level of 21st century skills.

70% of the youth in our Better Futures Program improved their English language ability vs 34% of University scholarship students. Whereas for digital literacy, both groups had the same results.

In terms of demonstrating the 5c's of 21st century thinking (creativity, communication, critical thinking, collaboration and curiosity) 56% of scholarship students reached a satisfactory level vs. 40% of Better Futures High School students.

CASE STUDY: HOM (BETTER FUTURES HIGH SCHOOL STUDENT)

What I enjoy the most about is computer classes because it is very helpful for me working with data, spreadsheets, and lists of documents. However, since I have moved to learn online classes, computer class was quite hard for me as I don't get a chance to practice exercises. I think computer skills can help me a lot to succeed in my future career. When I complete JWOC, my dream is I want to continue my higher education in University and I want to get a job as well. In the future, I want to be a state teacher because I want to share my knowledge with the next generation.

*data only collected for University Scholarship and Better Futures High School students

EMPLOYMENT

83%

of Year 2 scholarship students passed the Mock Application Process

8

Scholarship program alumni participated as mentors

57%

of scholarship students are currently employed

18 of JWOC's Year 2 University Scholarship students participated in our Mock Application Process, including 3 stages: application submission, shortlisting and interview, and contract negotiation. Students were also tested on their knowledge of the Labor Law after an information session. This is a really practical way for our students to develop their confidence in applying for new jobs, as it takes them through the entire selection process. We found that students need to build up their communication skills, in terms of listing relevant experience and skills when responding to job vacancies. In 2021, we will review our career guidance curriculum to ensure that our students can remain on track to reaching their professional development goals in what is becoming an even more competitive job market in a COVID19 world.

We have also been working closely with the youth most affected by the economic impact of COVID19 in other stages of our program. As a result, 6 out of 30 unemployed students have successfully found new jobs with our support, which will remain a priority in 2021 and beyond for the 43% of our Scholarship Students who remain unemployed.

CASE STUDY: VATH (UNIVERSITY SCHOLARSHIP STUDENT)

Vath is a Year 2 University student, and is an Administrator at Speak Like Khmer, a language school that teaches Khmer to foreigners in Cambodia. In the past, SLK has provided support for our Emergency Relief program and co-organised a cycling fundraiser with JWOC. Reflecting on the support JWOC has provided, Vath said: "I am so lucky to be a student with JWOC. JWOC always share knowledge, solutions and job opportunities. Especially, JWOC provided me the course about how to prepare CV, interview, typing email and other experiences about searching for job."

*data only collected for University Scholarship students

ENGAGEMENT

4

social impact projects fully completed (out of 7)

43%

of scholarship students demonstrate understanding of project management

70%

of all students passed the youth leadership assessment

34 students in Year 3 and 4 participated in our Youth Leadership Project, giving them the opportunity to develop as socially responsible citizens. They engaged 100 people (mostly youth) across a variety of social issues. To learn more about our students' projects in 2020, you can read this **blog post**.

In 2021, we will be re-assessing our curriculum for Year 3 Scholarship students to focus on conducting needs assessments and setting clear objectives, while giving Year 4 students the option to volunteer / mentor / fundraise to develop a diverse skill-set, and providing students enrolled in our Better Futures Program with the opportunity to participate in a series of "mini projects" that will enable them to engage with their community.

CASE STUDY: RECYCLING PLASTIC

"We decided to do this project because we see this as a major problem in Siem Reap and in Cambodia as well. Plastic can affect your health, life on earth and deep inside the sea. We interviewed a coffee shop owner, where 10% of their customers bring their own cup to get coffee. Then, we used social media to spread the information to the community by taking videos from YouTube and translated foreign plastic educational videos into Khmer about different ways to use recycled plastic bottles. What we had learnt from this project is related to working as a group, discussion and collaboration to identify good contents. Next time to be more creative we need to improve our skill of making videos on our own to attract the right audience and hopefully our next project will run smoothly. This project was useful to raise awareness of the bad effect of plastic and to reduce using plastic by recycling it as much as possible because environmental issues are the global issue for the whole world as well."

SUPPORTIVE NETWORKS AND RELATIONSHIPS

14%

students requested tailored counselling

4

sessions on first aid, mental, physical and sexual healthcare provided

In 2020, we began designing our new Mentorship Project, which will provide more opportunities for peer-to-peer support, with the aim of reducing our students' barriers to success. Our team has chosen 4 mentors who have just started their final year of University. Their main responsibilities will be to help other students brainstorm solutions, ask questions, and share relevant experience.

Our Emergency Response is ongoing. As a result of our most recent needs assessment of University scholarship students, we found that:

- 12 students are classified as **high risk** (lack savings and have family debt)
- 25 are at **medium risk** (receive 50% of salary, have some savings)
- 36 students experience **low risk** (employed, family not affected, and have some savings)

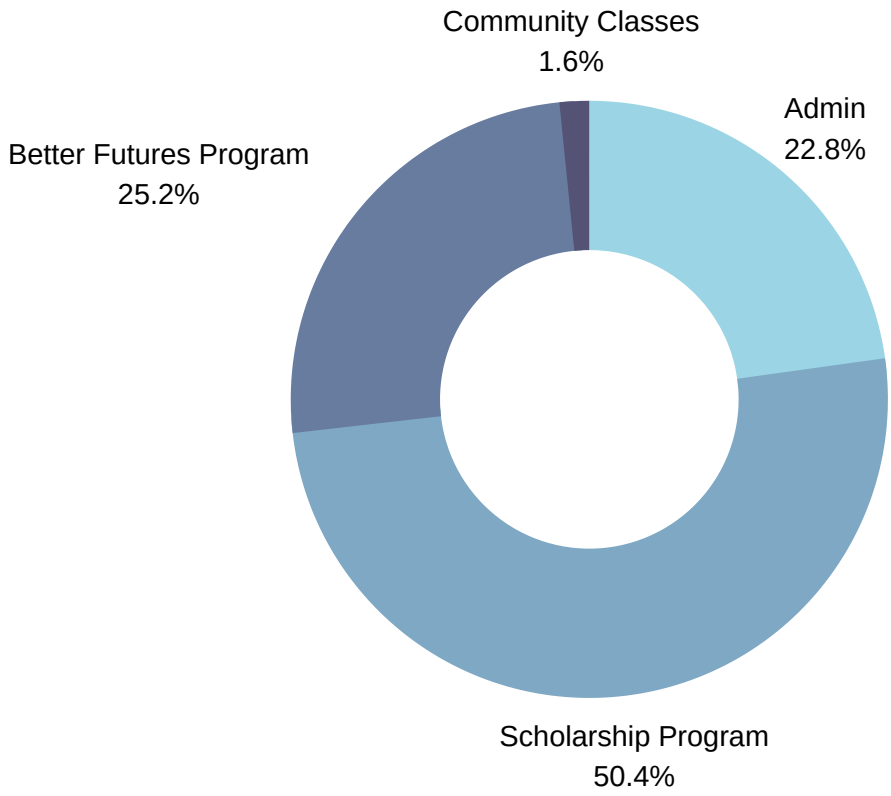
Based on JWOC's finances, we will be evaluating our ability to support students at the highest level of risk with ongoing cash transfers for a 6 month period.

BLOG POST

Read more about this project and the impact of COVID19 by checking out our **blog post**: "putting choice (and cash) in the hands of Cambodian youth"

EXPENDITURE

Program	2020	2019
Scholarship	$72,648.18	$92,237.30
Better Futures	$36,577.18	-
Community Classes	$2,344.50	$53,096.26
Administration & Fundraising	$32,968.60	$37,254.80
Total	**$144,538.46**	**$182,588.36**

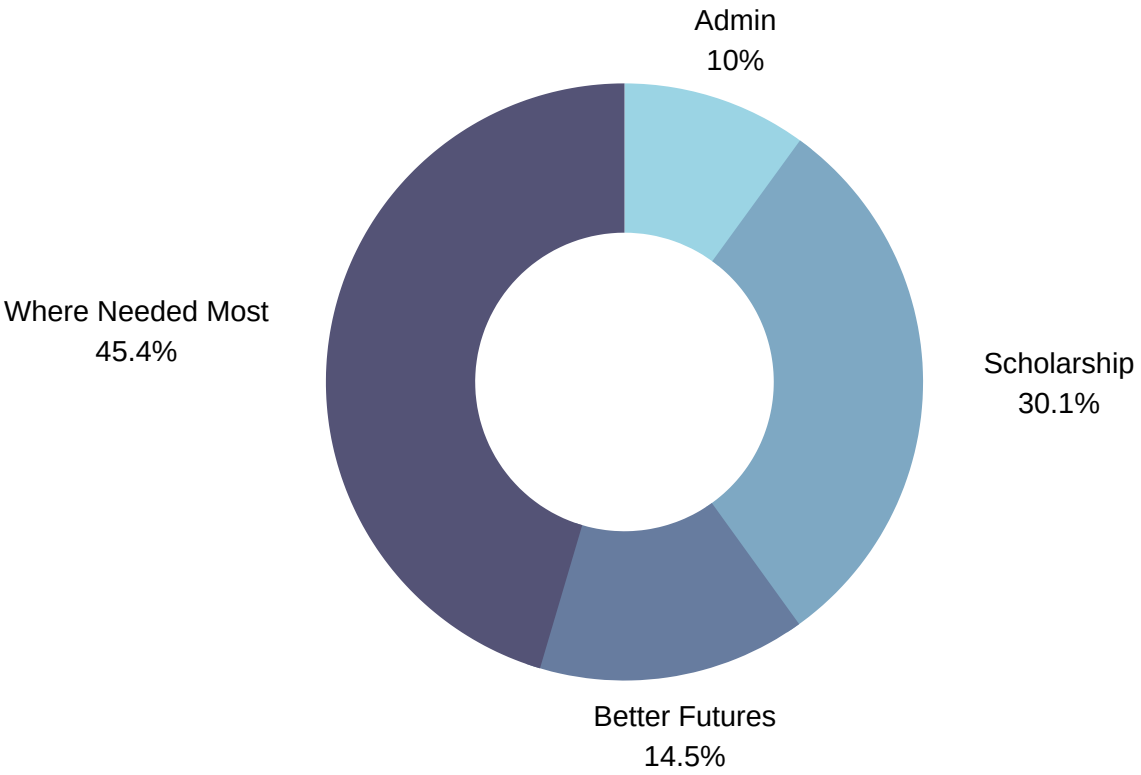


Notes:

- The original forecast for expenses was $178,000, which was adjusted to $145,000 by cutting non-essential items during COVID19.
- The Youth Leadership Project is now part of both the Scholarship and Better Futures Programs, so it is no longer presented as a seperate line.
- The Free Classes Program was replaced by the Community Classes Program, which provided English and ICT workshops funded directly by the community. The costs are low as we were only able to run the program for 3 months before we closed our center due to COVID19. This program will not be re-opening in 2021, as we have now fully established our Better Futures Program.

INCOME

Source	Amount
Individual Donors	$87,404.28
Scholarship Sponsors	$29,649.52
Foundations	$12,675.61
Events	$22,347.41
Corporate Partners	$1,900
Sale of Assets	$704.15
Rental Income Reimbursement	$720
Donations for Tshirts	$90
Banking Interest & Exchange Rates	$7.93
Total	**$155,498.90**



Note: In 2020, the revised fundraising goal was $125,000. Thanks to the generosity of our supporters, we were able to raise $155,000. Due to the previously mentioned cuts to expenditure, this enabled us to re-allocate funds towards students affected by the economic impact of COVID19 through our cash transfer project going into 2021.

Thank you for your support in 2020, we look forward to 2021!

Make a Donation