JOURNEYS WITHIN OUR COMMUNITY

2022 ANNUAL REPORT

Learning Today, Leading Tomorrow
www.jwoc.info

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Getting to know JWOC

Mission Statement

To partner with low-income Cambodian youth to fulfill their potential in education, employment and engagement with their community.

Vision

All Cambodian youth contribute to the sustainable development of their society.

Journeys Within Our Community (JWOC) is a youth development, non-profit 501(c)(3) organization that has been partnering with low-income youth in Siem Reap for over 15 years. Since our founding in 2006, JWOC has supported over **1,500** young people, focusing on the United Nations Sustainable Development Goals 4, 8 and 10. That means we provide a quality education, supporting them to find decent employment*, and reducing inequalities. Guided by the three E's (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.

United Nations Sustainable Development Goals:

- **Goal 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- **Goal 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work* for all
- **Goal 10:** Reduce inequality within and among countries

**According to the International Labour Organization (ILO), decent work involves opportunities for work that are productive and deliver a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.*

Letter from our Managing Director

Ms. Konthea Mean

Let's begin with better readiness for 2023!

I would describe 2022 as another year of great challenges, learning and resiliency from the COVID pandemic. It is also a great year of success; it was the first year in which JWOC could fully implement our first 3-year Youth Development Strategic Plan.

English, Digital literacy, Leadership, Project Management and career guidance classes were able to run physically and by the end of the year, higher than expected numbers of students passed the assessment. Beyond the assessment results, our youth formed approximately 20 social mini-projects which they implemented in their own communities and on social media. They did this to increase awareness about topics such as the value of education, they also shared digital marketing ideas for farmers who plant crops in Siem Reap. Students spread the word about the ethics of social media usage, mental health care, environmental issues and other concerns. JWOC youths have implemented community surveys for needs assessment, problem tree-analysis, and video production skills throughout the process. This meant not only had they learned the theory, but they made it happen. How could we not be proud?

The dropout rate is lower, our Scholarship students are back to work, and some young Better Futures post-High School students received internship opportunities and are moving towards having full-time jobs with our NGO and company partners. New employment partnerships have been formed and we are excited to expand into more networks within and beyond Siem Reap.

There is always more to mention such as the alumni engagement that enables our mentoring program to run more effectively allowing younger students to be able to discuss issues and form action plans to solve their problems. On top of this, 2022 is also a year of fresh minds brought in by many of our new staff members, local boards and partners, donors and supporters. I am really thankful to you all!

It has been an honor to be together with all of the JWOC team, donors and supporters this past year. It has also been 10 years for me to be part of such a fine organization. Again, I am very proud, grateful and appreciative of every contribution from you all which enables JWOC to continue making a great impact in the lives of so many Cambodian youth today.

I will celebrate my 10-year anniversary at JWOC with strong commitment, leadership, willingness to accept a challenge and deepest love. Please continue to support and join me throughout this journey.

Gratefully yours,
Konthea Mean, Managing Director

The 2022 Annual Report is dedicated to Mr. Asim Khan Board Chair from 2017-2022.

Thank you for your guidance, wisdom and dedication.

3 Years of Impact & Outcomes

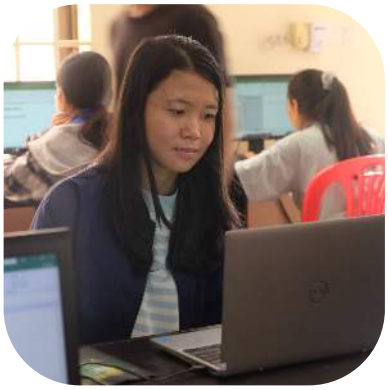
JWOC began 2020 with great anticipation about several new and exciting changes. We modernized some of our older programs (University Scholarships) and also created brand new ones (Better Futures High School and post-High School). These came in response to the real needs of Siem Reap's brightest and most vulnerable youths. When COVID hit at the same time as our program launch, we didn't know what to expect. The past three years have been an unexpected ride. But through it all, we kept up our momentum and spirits high up to this day.

By the start of 2022 we felt that we had broken out of the most difficult period. Through it all, we reached life-changing milestones for our students and our organization. Below are some of the most important impacts and key takeaways from the new initiatives.

Program Growth & Development

JWOC started face-to-face classes and activities once again in early 2022, with immediately noticeable benefits to our students and staff. The improvements we first envisioned from program updates and changes in 2020 finally started to take shape this year.

Today we have 2 signature programs, 1 new program and several projects serving our students and the community.



Improved Outreach & Communication

Social media reach has increased to hundreds of thousands of impressions and engagements a year. We are also updating our website (launching in February 2023) for more far-reaching advocacy and greater exposure.

In 2022 we saw a 31% increase in the number of donors, and a 12% increase in major donations. That means more support for our programs and their society-wide effects.

Stronger Support for all Students

41 students attended mentoring sessions (75% were Scholarship students). Youths typically asked about financial, academic, familial or general health advice.

Sessions were reported to be very helpful to our students, so we are expanding the number of trained mentors in the coming year. Over 20 sessions on first aid, mental, physical, and sexual healthcare provided.

3 years by the numbers

University Scholarship Program

29
total University Scholarships awarded*
* 2021 & 2022 only

76%
scholarships awarded to female students

47
University degrees earned between 2020 and 2022

98%
Graduates who are currently employed

89
Graduates are "giving back to the community"

Better Futures Program (High School)

69
students enrolled in our weekend program

65%
female students enrolled

27
completed the program to date

59%
female students completed BFHS

Better Futures Program (post-High School)

145
students enrolled in our weekday program

65%
female students enrolled

57
completed the program to date

70%
female students completed BFPHS

Education: University Scholarships

The University Scholarship Program is our oldest and most popular program. We provide gifted, low-income youths with scholarships to attend university in Siem Reap and extra training at the JWOC Learning Hub to reach their fullest potential.

Scholarships cover tuition fees, textbooks, soft skills development training and workshops at our Learning Hub to build their capacity and overcome any challenges they might face in reaching their goals.

16 University degrees completed in 2022

46 students on track to complete their degrees

96% of students completed the year

17 new students recruited to enroll in 2023

- 100% (12/12 Year 1 students) passed the English ability post-Program Assessment
- 82% passed the Financial Literacy Assessment
- 72% of students reached the satisfactory level of 21st century skills (4Cs) (Years 1, 2, 3)
- 81% of students passed the Project Management skills training (Y3)

Education: Better Futures Program

The Better Futures Program started in 2020 with the goal of empowering vulnerable and underserved Cambodians. In the Better Futures post-High School program, we give opportunities to those who have successfully graduated from grade 12. We also provide opportunities to those who have dropped out of high school or youth who have just started university and seek better skills. JWOC provides guidance to set and reach their future goals through a tailored curriculum of English, Digital literacy, Life Skills, Career Guidance, and Youth Leadership.

• **89%** (17/19) of BFPHS students passed the Project Management Skills Assessment and Mock Job Application process which includes writing and submitting real applications, interviews and contracts

• **56%** BF HS Grade 11 and **85%** PHS of youth improved their English ability

• **86%** (PHS average) and **77%** (Grade 11 HS) of youth passed financial literacy assessment.

• **63%** (HS), **76%** (PHS) of students demonstrated 21st century skills at a satisfactory level

• **20** sessions of project management (training, designing and implementation), 11 Career guidance sessions, and 1 mental health training.

Better Futures HS:
44 students completed the year (G10 = 21 ; G11 = 17)

96% (38/44) of HS students will continue in the program

100% of curriculum completed

25 new students recruited for 2023

BF post-High School:
37 students enrolled in our weekday program

83% (19/23) of students graduated

98% of curriculum completed

60 new students will be recruited for the new year 2023

Case studies

University Scholarship

Hello, my name is Ai Bunnaroth, and I am 20 years old. I am a freshman at Build Bright University in the Faculty of Engineering and Architecture. I decided to apply for a scholarship at JWOC for two reasons: first, I could receive 100% free university benefits, and second, I wanted to give back to the community. Moreover, JWOC is an organization that helps to expand the youth in Siem Reap to become good human resources in society. I want to be a competent architect within the next five years.

Better Futures High School

Hello, my name is Nouk Sochea, and I am 21 years old. I've only been in grade 12 for a few months. I made the decision to enroll in the JWOC Better Futures program because it provides English, computer, and other skill training, especially for students who cannot afford to pay tuition. I like JWOC because it is an organization that helps poor students. JWOC provides education, and the teachers and staff are as welcoming as my school and as my home. After graduating from JWOC, I hope I will gain a lot of basic knowledge to prepare for university and find a job.

Education: Access Program

U.S. DEPARTMENT of STATE
Access
English Access Microscholarship Program

The Access Program enlists motivated high school students to gain an appreciation for U.S. culture as well as strong self-development concepts through English language, digital literacy, personal and community development.

JWOC is the only provider of this program in Siem Reap, and one of only seven providers of this program in all of Cambodia. Completion of this curriculum can lead to better jobs and educational prospects, including future exchanges and study in the United States. The global Access Program has provided scholarships to more than 200,000 students in over 80 countries since its inception in 2004.

Access Program Objectives:

<u>After School Instruction</u>

- *Focusing on English skills, digital literacy, critical thinking, cooperative and interactive learning*

<u>Enhancement Activities</u>

- *Including career guidance, Financial Literacy, speaking events and mentoring*

<u>Intensive Sessions</u>

- *Leadership and project training, service learning, team building, personal development*

23 students enrolled in in the Access Program weekend classes

91% of students completed the year

100% of curriculum completed

**JWOC will apply for a new Access class to begin in March 2024*

Trash clean-up along street 60 sponsored by the U.S. Embassy

Employment

Employment numbers among current University Scholarship students is at **95%.**

For Better Futures students, *the Expanded Employability Project (EEP)* was the biggest innovation to this program. **81%** of BFPHS are currently employed (51% external fulltime, 30% with partner internships).

- Student employment has increased every quarter in 2022
- *EEP* was developed in Spring 2022 to increase student retention rates
- 10 internships have been created through the *EEP*
- 3 of these internships turned into full-time jobs for our students

Better Futures at REACH thanks to Child's Dream

The Better Futures Program opened in 2020 to help disadvantaged, low-income youth overcome barriers to improve lives. With support from teachers and program coordinators; as well as partial funding from the **Child's Dream Foundation** and other individual donors and supporters, we enable youth to fulfill their personal and professional development. Together, we make it possible for young men and women to find work and greater opportunities in the 21st century.

Three such students are Sey Sean, Pay Ut and Sreymom Phorn. They joined Better Futures in March and quickly proved to be excellent students. They were selected to pilot a work placement program with a partner organization, **REACH**. Students were oriented on CV preparation and rehearsed effective interview skills. This life-changing internship ran from May to December 2022. In addition to half-day classes at JWOC, they experience a real workplace environment for the remaining half-day. REACH provides each intern with a monthly stipend of $50 USD which JWOC matches.

Photo credit: Yi Khim, REACH Siem Reap photographer

Engagement (mini-projects)

Students across our programs end the academic year at JWOC by creating or participating in a mini project of their own design to address a community or societal need. Teachers and Program Coordinators offer guidance, but students set their own goals, methods and means to a successful outcome. In 2022 we had **22 student-led projects** with over 450 beneficiaries.

Below is a list of some of the most impactful and interesting projects developed by our students.

Projects	Details	Outcome
BFPHS students teach local villagers about mosquito breeding prevention	Villagers in Pouk district receive basic knowledge and tips about this issue	• Better informed villagers • Fewer mosquitoes • Fewer cases of malaria, dengue and other diseases
BFPHS students motivate youth in rural Kralanh District to complete high school and higher learning	Promote the importance of general education over quitting for low-skill jobs in Cambodia or abroad	• Listeners felt motivated and committed to finishing their studies • Students are better informed about life choices
Scholarship students teach local farmers marketing techniques and business planning	Working with local farmers to work together to guarantee minimum crop sales prices and increase profitability	• Locals learn about marketing and pricing strategies • Increase local unity among farmers
Scholarship students share safety and common-sense practices for social media	Encourage responsible use of Facebook regarding misinformation, rumors and avoiding dangerous situations	• More mature youths with a better understanding of social media's impact • A safer online environment for all

Mini-projects

As part of our Youth Coalition, 16 total 3rd year University Scholarship students decided to do a mini project under the theme "Orientation to choose the right subject at university". Their target audience consisted of 100 high school students from Sorsathom High School, which is about 36 kilometers from Siem Reap. This orientation aimed to help beneficiaries with SMART strategies for goal setting and planning. JWOC students also presented details about various university majors and provided information on scholarship opportunities at institutions throughout Siem Reap. As a result, their team confirmed that after the orientation course, the high school students became interested in this topic and asked numerous key questions about choosing the right study and career paths.

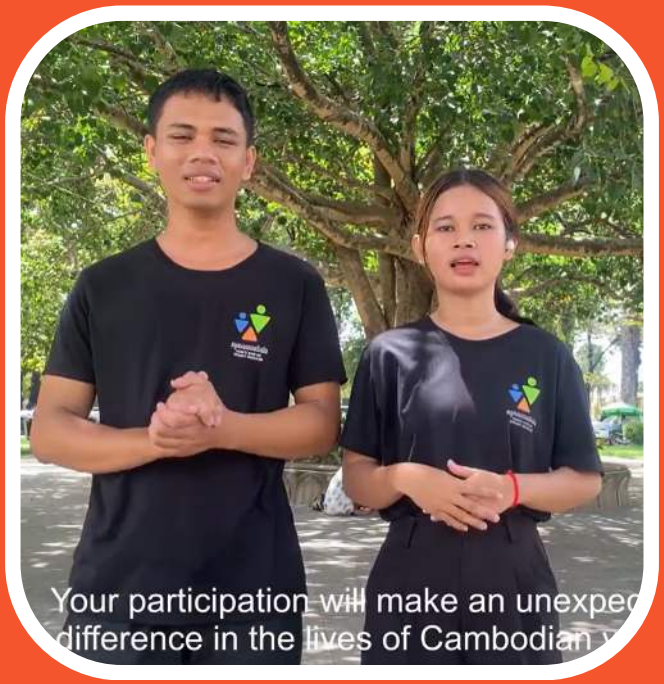
Year 4 students help the next generation at JWOC

In June, our Year 4 University Scholarship class decided "to pay back the community" with five students choosing to raise funds towards a Better Futures student sponsorship.

As this was their final year at JWOC, they wanted to pay forward the same opportunity they had received to make their educational dreams a reality. "Without support from JWOC and our sponsors, we could never attain higher education and discover our bright future" one student noted.

The team met their fundraising goal and successfully completed a trash clean-up along the road leading to the world-famous Angkor Wat monument.

Click the photo on the right to watch the video!



Partnerships

The partnerships built in 2022 have strengthened all of our programs and the Resilient Youth Leadership Project (RYL). The Access Program replaced this year's class of Better Futures High School grade 10 group; and has further developed the scope and community engagement aspects of the program. All JWOC students benefited from more opportunities and collaborations that resulted in internships or needed improvements to JWOC facilities, technology and our library.

GoPhilanthropic & Collette Cares

These two important partners help fund workshops, lectures, discussions, mentoring and other training that directly benefit students across all JWOC programs.

Because of these foundations, we can also provide the resources and proper guidance for students to conduct their community serving mini projects.

The goal is to increase student capacity as youth leaders who can engage in society, but also build their resilience to adversity.

Access Program

JWOC is honored to partner with the *U.S. Department of State* and the *U.S. Embassy in Phnom Penh* to bring this unique program to our campus.

As with our other programs, "[the] objectives of the Access Program are to equip students with effective English language communication and critical thinking skills through meaningful interaction, cooperative and student-centered learning strategies, interest and age-appropriate activities, and real-life application."

SE Asia Foundation

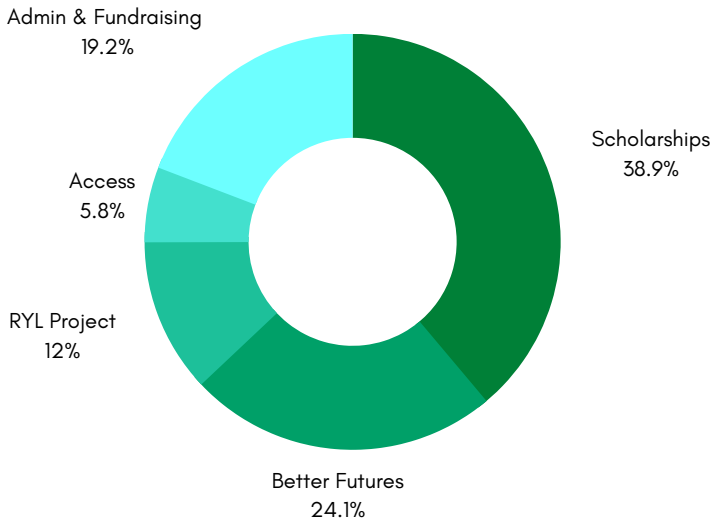
The Southeast Asia Foundation have been great supporters of JWOC since 2019, and they have reinforced that commitment in the time of the pandemic. In 2022, we received gifts that allowed us to upgrade and update many of our library's books and computers for student use.

We also received partial funding for paid stipends in the Expanded Employability Project. These help BF post-High School students with workplace experience and a modest income while they study.

Expenditures

We expected spending to increase in 2022 due to the cost of re-opening in-person classes and activities. After two years of COVID lockdowns and social distancing, operational expenses were slightly higher than last year, but that was to be expected. In the end, we are proud to be under the forecasted expense budget.

The financial support JWOC receives goes a long way to ensure that we continue to serve our students and the community to the highest quality and as cost-effectively as necessary.



Program	Amount
University Scholarships	$ 63,187.71
Better Futures Program	$39,174.71
Resilient Youth Leadership Project	$19,500
Access Program	$9,506.54
Administration and Fundraising	$31,199.55
Total Expenses	**$162,568.51**

7%

under budget according to the 2022 expense forecast

Better Futures students at the JWOC Learning Hub researching and planning their student mini-project

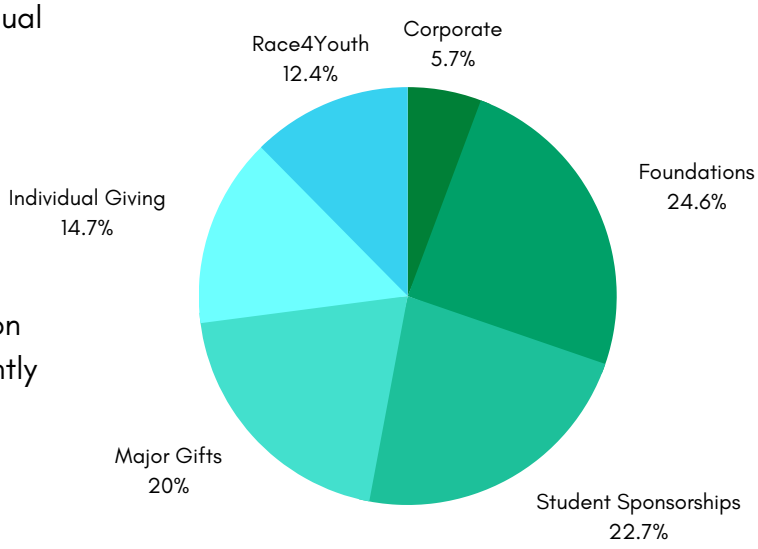
Income

Source	Amount
Corporate: *Matching funds and Corporate Social Responsibility gifts*	**$11,507.50** *(5.7%)*
Foundations: *Charitable foundations and institutions that provide funding for JWOC programs and projects*	**$50,158.34** *(24.6%)*
Student Sponsorships: *Funds received for student scholarships*	**$46,333.2** *(22.7%)*
Major Gifts: *Individual donors who give a donation of $2,000 and up*	**$40,603.43** *(20%)*
Individual Giving: Individual donors who give less than $2,000	**$29,917.40** *(14.7%)*
Race4Youth Fundraising Campaign	**$25,275.92** *(12.4%)*
Income Total	**$193,795.76**

By the close of 2022, JWOC raised **$193,795.76** which is **109%** of the annual fundraising target.

This total includes the 2022 Race4Youth campaign that raised **$25,275.92** in Q4.

JWOC is in a strong economic situation as we prepare for 2023. Despite slightly fewer total donations than previous years, we managed to raise a lot of funds thanks to overall higher on average donation totals.



Thank you for your support!

We are so thankful to our **Board of Directors**, **donors** and **student sponsors**. We could not do what we do without your tireless and continuous support, engagement and help.

A special thanks to **Amy, Gary and Sachi Uyemura**, and **Chantal Debreu DeSoto** for your tremendous generosity.

We are especially grateful to our hardworking **JWOC staff and leadership team**, visitors, guest speakers and experts, mentors and volunteers.

The designers of our new website, JWOC alumni **Thai Reth** and **Tong Vannak**.

Thank you to **Sophie Rudder** from the *Clinton School of Public Service* and freelance consultant **Narith Khim** for helping us with program assessments for the University Scholarship program and the Better Futures Program, respectively.

International Partnerships include:

- Access Microscholarship Program by the U.S. Embassy in Phnom Penh
- Child's Dream Foundation
- Collette Cares Foundation
- GoPhilanthropic
- REACH Siem Reap
- Soroptimist International of Truckee Donner
- Southeast Asia Foundation
- Network for Good

Local Partnerships include:

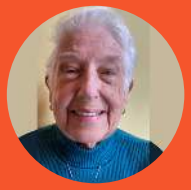
- Survival Swim Club
- Human and Hope Association
- Possibilities World

Welcome our new Board of Director members

Neary Roath

Bryce Buffaloe

Brian Ork


Noreen Heid

GRATEFULLY YOURS, JWOC

MAKE A DONATION TODAY!

This report was prepared in part by JWOC Program Coordinators and the Managing Director.
It was edited and compiled by Communications Manager Ariel Tudela
and Communications Officer Choovy Phe.
Photo credit belongs to many members of the JWOC staff, administration and students except where noted.

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JOURNEYS WITHIN OUR COMMUNITY ORGANIZATION