

INVESTMENT FOR LIFE

Progress Report | H2 2023



OVERVIEW

Since 2021 our team has built a strong foundation by setting up computer labs in 9 high schools, developing a high impact program, and graduating 4,847 children. The results are exceeding any expectation and bringing systemic change to the youth, schools and communities. However, we witness there is still a significant gap between graduation from a rural high school to completing secondary education and finding a meaningful job. To close that gap our project is now building a bridge to further expand and accelerate the already impressive impact on the career opportunities of underprivileged children in Cambodia.

This year, we started expanding the number of schools from 5 to 15, which will increase the capacity to train over 5,000 children per annum, or more than 5% of all high school graduates in Cambodia. Moreover, we have established our first Career Development Center (“CDC”) that will support ambitious high school students to start and successfully complete advanced education all the way to finding a meaningful job. The center also presents an opportunity to make the program self-sustainable by creating strategic partnerships with local corporates. We have already welcomed our first local partner De Heus, an international animal feed company with local presence that will use our program for brand awareness and access to motivated talent. Looking forward we are determined to overcome all challenges of successfully establishing our center, which is a novel initiative that will increase the systemic impact of our project.



In 2023, our project team has achieved several important milestones:

- In Q1 2023, we opened our first CDC in Phnom Penh to support ambitious students with: finding secure shared housing and parttime job; educated selection of study and coaching along the way; boost course to gain advanced skills; connections with corporates
- We opened 5 more schools in different provinces: Phnom Penh, Kampong Speu (together with De Heus), Kampong Thom, Kampong Chnang
- We hired Nhim Channita (‘Nita’), our 5th team member, who has experience in sales and teaching English and will focus on engaging with universities as part of establishing the CDC
- We graduated 2,724 students, of which 1,580 female (58%) and 1,144 male (42%). We provided 1,772 certificates for IT training, 1,482 for soft- and life, and 220 for business skills.
- We started an active parent engagement program to prepare the student’s choice of study and financial planning. Wilde Ganzen is willing to provide additional financial support to the parents.

In 2024, we aspire to achieve several key milestones:

- Opening 4 more computer labs in more rural areas
- Complete parent engagement program and sign-on the first students for the CDC
- Expand the number of corporate partnerships, for which we have several conversations going on. This will probably become more successful once we have signed-on the first students
- Set-up a community platform to build a community of alumni and students at the CDC

The ultimate goal is to create a self-sustainable program that is not, or at least substantially less, dependent on our financial support in the future. The main drivers will be to expand our foundation to a size that it becomes commercially relevant for local corporates and generate income in the CDC, which is not connected to the public school system and allows for income generation. Income can be generated from CDC program fees, providing secure and shared housing, university admission fees and membership fees from local corporate partners. However, before get there we need a minimum period of three years to get to a sustainable income state. The total expected funding from our foundation is around €250k, of which €220k has been secured leaving a funding gap of €30k to be raised in the coming three years.

In 2023, we celebrated the following funding successes:

- Youbedo, an online book platform that donates a percentage of each purchase to a good cause, has selected our project as one of their causes and raised €5k
- SWAP, the personnel foundation of APG, will support opening one additional school with €5k to be opened in Q1 2024
- Wilde Ganzen has selected our project as inspiring example in their marketing campaign and donated €5k and has connected us with a school and Weesp that raised €2.5k as part of a graduation project
- Several founding donors have increased their commitment based on the successes to date

We are still looking for additional personal or corporate support from our networks. Just to remind you, the foundation has ANBI status, which allows deduction of taxable income that can be confirmed in documentation.

We are privileged to have so many friends and hope that we continue this extremely impactful journey together!



Progress of IFL Program

As part of our plan, we keep opening new schools, especially with the ambition to open schools in more rural areas where our structural impact will be most profound.

In 2023 we opened four new schools:

- Samaki High School in Phnom Penh, a school with 5,709 students
- Veal Pong High School in Kampong Speu, a school with 1,240 students
- Tbeng High School in Kampong Thom, a school with 1,291 students
- Krang Sramor High School, a school with 1,165 students

During most openings Mr. Rikkert Beerekamp, the IFL founder, joins online to thank all stakeholders and to give a motivational speech to the students.



Mr. Vanna, the principal of school#9, Krang Sramor high school, Kampong Chhnang, said with a smile that “My school never had any computer lab and our teacher just taught the theory to the students, but hard for them to imagine without a real computer. We asked help from the Department of Education (DoE), but they were not able to help. Luckily, our school was assessed in August 2023 by IFL and received a computer Lab in September 2023. We are very grateful, and our students are excited to learn”



After opening ceremony at School#9, Krang Sramor High School, Kampong Chhnang, the project team conducted a meeting and ToT to the schoolteachers for setting such training schedule, selection of the course, monitoring, follow up and graduation. They are very happy for helping and support them.

In 2024 we will open four new schools:

- Siem Reap (319 km), north of Tonle lake
- Battambang (291 km), near Thai border
- Preah Vihear (348 km), near Lao border
- Kampong Cham (124 km), near Vietnamese border

In 2023, we graduated 2,724 students, of which 1,580 female (58%) and 1,144 male (42%). We provided 1,772 certificates for IT training, 1,482 for soft- and life, and 220 for business skills. Every school has two graduation ceremonies per annum, one in June and one in November. In total we already held 21 graduation ceremonies with on average 223 certificates handed over.



PROJECT DASHBOARD



We have outperformed our original 3-year target of 2,160 students by 125%. In the second half of the year we have graduated 1,532 students, which reflects the increase in number of schools from 6 to 9. In Q3 we have opened three more schools that had their first graduation in November. The increase in number of schools is also reflected in the increase in number of teachers trained (+16) and, of course, the number of computers (+65).

In 2023 we also introduced a new parent engagement program and increased the number and length of the monitoring visits (+149 days). Parent engagement is crucial to prepare the student and its family on important choices and challenges to successfully complete their studies. This also gives our team the opportunity to promote our CDC.

Select school:		All schools					
Overall KPIs							
9/15 60% Number of Schools	3/3 100% Number of Slums	4847 / 3780 128% Number of students	\$191,6K / \$601,4K 30% Total Income '21 - '26	\$172,2K / \$586,9K 29% Total Expenses '21 - '26	\$88.7K / \$122.1K 73% Expenses vs Budget to YTD		
School KPIs							
Student Gender Distribution			Computers				
2013 Males trained	2834 Females Trained	58% Female/Male Ratio	145 # installed at All schools	40 # maintained at All schools	0 # replaced at All schools		
Student Age Distribution			Student Enrolment Status				
17,1 Average Student Age	55 14 Year	343 15 Year	3090 # enrolled in IT-literacy training	3078 # finished IT-literacy training	3078 # graduated from IT-literacy training		
1086 16 Year	1642 17 Year	1083 18 Year	2843 # enrolled in Soft-and life skills training	2831 # finished Soft-and life skills training	2831 # graduated from Soft-and life skills training		
Student Grade Distribution			Additional Training				
638 Grade 10	2528 Grade 11	1665 Grade 12	590 # enrolled in Business skills training	576 # finished Business skills training	576 # graduated from Business skills training		
Number of cohorts		Teachers Trained		Student Satisfaction Rate		Monitoring	
21 Number of cohorts at All schools		47 Teachers Trained		4,0 Student Satisfaction Rate		302 # of days of visits All schools	

CAREER DEVELOPMENT CENTER

We witnessed there is still a significant gap between graduation from a rural high school to completing advanced education and finding a meaningful job. Annually there are around 90,000 grade 12 students of which 75% graduate and 1 out of 3 pursue advanced education or around 25% of the total. However, it is estimated that 40% drop out in the first year because i) choice of study is not well informed; ii) total cost of study is underestimated; and iii) adaption to life in Phnom Penh without any family or network is difficult for students from rural areas. Moreover, there is a substantial skill and knowledge gap towards a meaningful job, which leaves many students with no option to move back home or take a poorly paid job even after completion of their study.

To close this gap, we have established our first CDC, which to our knowledge is a novel solution in Cambodia. Hence, we still need to prove it can work. The CDC will provide the following services:

- Provide secured shared housing
- Support financial planning, e.g student loan, scholarship, parttime job
- Give access to study facilities and student community
- Provide direct coaching on selection of study and job pathways
- Provide advanced IT-, soft- and business skills
- Provide short courses for specific job skills
- Organize job/internship markets
- Provide seed funding and incubator support for business ideas

On February 8, 2023, CDC was officially registered and opened with the great participation from all the school principals, selected teachers, selected students some with parents from the 6 targeted high schools and representatives of De Heus. Nita, our new CDC coordinator, is preparing the program and engaging with all stakeholders to be able to welcome the first students at the start of their study year in Q1 2024.



During 2013 our team has been working very hard to prepare the center to welcome the first students in Q1 2024 after their high school graduation in Q4 2023.

The center itself has been prepared with several areas like reception, training room, coaching room and show case for housing:



As part of the Parent Engagement Approach, some parents and students came along to explore more information at CDC before the parent decided to send their children and receive the services. There are two main considerations before they can make a decision: i) recently the government introduced an entry test before students can enroll to a study. Parents are waiting for a positive results before signing the contract; ii) there are several NGO's providing free scholarships that are not providing the same level of support but blur the assessment of our offering.



In order to promote the enrolment at CDC, the project defined two packages:

- Full Project: The parents receive financial support from Wilde Ganzen and must follow the terms and condition in the Agreement form as defined.
- Non-Full Project:
 - Boost Training Package sales: It is the choice of the students if they can self-support outside CDC. They can buy our package for just \$100 per year.
 - Rental + Boost Training Package: The project found some students only need housing as they have scholarship or other support. The project will allow them to use the housing if they also enlist for the Boost Package Training. The rent is USD45 per month plus USD100 per year for the boost package.

PARENT ENGAGEMENT

Parent engagement is crucial to address the challenges of the poor and middle-class students who always struggle in achieving their goals of their graduation of their university and finding a good job in their lives. The team learned that most of the students that finished high school were not able to continue their higher education because lack of a proper plan, sources of information and financial support. Enrollment to the CDC provides a solution to these challenges.

In 2023 we started the parent engagement project with six high schools supported by school principals and SMC. The participation has exceeded our expectations with 461 caregivers, of which 241 mothers, and 463 students, of which 239 girls. The team has conducted 48 meetings across 38 villages often with participation of village leaders and community chiefs.

	Boys	Girls	Total	Mother	Father	Total	Villages	Meeting
School #1	53	60	113	60	53	113	9	12
School #2	14	6	20	10	8	18	3	6
School #3	26	42	68	34	34	68	5	10
School #4	30	32	62	38	24	62	5	2
School #5	43	58	101	50	51	101	8	9
School #9	58	41	99	49	50	99	8	9
Total	224	239	463	241	220	461	38	48

Below you see pictures of the meetings with the students and caregivers at Kampong Leav high school for setting plan for their university after grade 12. Everyone was introduced about the Purposes (Graduation University and a meaningful Job) and Services at CDC and they discussed the issues/challenges to achieve the Purposes. They also talked about how they can cope with the issues/challenges at the university



Grandma Pheap who joined the meeting told that “I have a granddaughter that dropped her university study in year 1 because she could not live in Phnom Penh alone. As caregiver, we did not have any clear budget plan, sources of information and help to manage the living and the study of our children. My first granddaughter would not have dropped her education if I met IFL project that year.”

FINANCIAL MATTERS



Based on the expansion of the number of schools and the establishment of the CDC we have updated our 2021 – 2023 budget to a budget covering 2023 – 2026. We stayed well below the budget of \$122,110 in 2023. The main differences are: i) lower cost of computers +\$6,220.13; ii) lower personnel cost as we delayed hiring personnel for center +\$8,805.93; iii) lower overhead +\$5,894.92, but audit of \$3,500 will be paid in 2024; iv) career development center cost +\$2,687.96; v) soft- & life skills +\$8,304.48 lower cost of graduations. As we will enlist the first students in the CDC from January 2024 onwards, there will be some costs transferred into 2024 to be paid from the outstanding balance.

As we did not enlist any students in the CDC in 2023, we did not receive any income. In 2024, we expect to welcome the first students, which should result in the first income generated.

Income sources		Q1	Q2	Q3	Q4	TOTAL
Income from donors		31,213.16	31,069.89	8.98	44,288.25	106,577.95
Other income		-	-	-	-	-
Total income		31,213.16	31,069.89	8.98	44,288.25	106,577.95
Expenses						
1	Project Assessment	73.70	53.00	871.10	-	997.80
2	IT Literacy training	4,144.85	2,040.15	16,801.45	6,401.42	29,387.87
3	Soft-, Life-, and Business skill training	289.94	2,514.83	-	642.75	3,447.52
4	Career Development Center	19,524.45	1,779.75	1,736.30	3,021.54	26,062.04
5	Personnel	3,461.06	4,791.20	3,685.21	4,562.07	16,584.07
6	Overhead Cost (incl. visits)	3,177.51	3,235.98	3,270.85	3,220.74	12,905.08
Total expense		30,671.51	14,414.91	26,364.91	17,848.52	89,384.38
Net Cash Flow		541.65	16,654.98	-26,355.93	26,439.73	17,193.57
Cash/Bank Balance forward						2,490.17
Balance remaining						19,686.07

CHILDREN’S VOICES

Now that our program is fully operational, we see the incredible scale of the impact our project is making. Since the start we trained 4,847 children. In numbers we are overachieving our ambition of 2,160 in three years. However, our impact goes beyond the numbers, as you can read in the children’s testimonies. Our decision to combine IT and Soft&Life skills, and now supplemented with business skills, turned out to be a crucial factor. It remains astonishing how our small investment increases the confidence and expands the horizon of these students.



Sreyphors - 18-year-old 11th grade student at Slaku

I completed the classes of IT, Business and Soft-Life skills. I like IT because it gives a great deal of benefit as it is the source of researching for the documents, can copy, modify, save and edit files. With the computers, we can understand the technology better. Computers provide many job opportunities in our society today with the high demand of the labor market, such as administrative officers, accounting, finance, teachers, photo editors rather than computer repair. I also like Business Course as it gave me the good knowledge and skills of the Entrepreneurship, structure of business, investment and income for business. As well I learned the Soft and Life skills including the Cooperative Learning, Effective Teamwork and Employability Skills required by the 21st century workplace”



Samnang- 17-year-old 11th grade student at Borivas

“It is my honor to have the opportunity to study the Computer and Business course. I did not understand anything about the benefits of business, before entering the business class. On the contrary, after I took this business class, I really gained a lot of new experiences and a better understanding of the business. At the same time, the study of business skills shows us how a business works and how to start a business or start a company The points I learned from this lesson include entrepreneurship, staffing structure, business cycle, marketing strategy, utilization, cost, resources, profitable period, as well as how to maintain a long-term viable business operation and How to win over competitors. In addition, I can use this knowledge that I have learned as a means and experience to avoid any business risk, as well as obstacles that may hinder me in the future business. I understand that it is very important for the current society and the future, and I will apply this knowledge to my business plan. In addition, I finish Typing (Khmer and English), Ms Word and Power Point. With IT, I can I can research for more information for the assignment from my business class.

I do hope that IFL project will continue to provide materials and lessons for the schools so that the next generation of the students. Finally, I would like to thank you for your support.





Rany - 17-year-old 12th grade student at Tbeng High School

It is my first time to receive a certificate from the school. I have to be ready for my final exam, but learning Soft and Life Skill is also important for me. I will apply the lesson to my actual situation. I heard from teacher promote this course during my study time. The first day of this course is about the SWOT. It was so surprised for me to check it out of my personal strength and weakness. I never think this is would be a help for me to reflect my goal and my performance. It is the most important thing that it helps me to understand myself clearly than before and know what I am good at and what course or major that I should be fit with me after I graduate from my high school. I also learned the courses of CV writing, Goals Setting and Expectation. I would like to thank IFL project, the school principal and teachers for bring these courses. Thank you.



Vanyon - 19-year-old 12th grade student at Tbeng high school

"I am happy to share what I have been go through so far. I come from IT Class I studied 2 hours per day and 3 days per week. It a bit rush for me as a grade 12 student as I am going to take my final soon, but I still committed to join until I got the certificate. I learnt a lot from this class even though it is a short time for me. I learnt how to typing both Khmer and English, MS Word and I learnt Power Point. I know how to do presentation. It is really helpful for me because it is the first time, but it made me to love this skill. I want to explore IT skill. I want to be a Web Developer. Thank you IFL for your help with the Computer Lab.



Sothea- 16-year-old 11^h grade student at Borivas

"I would like to share with you about the importance of Business Course. I love this business course because in the market there are many competitions to open a business. I know how to start a business and how much does it cost to setup a business setup. After studying, I learned the structure of the entrepreneurship, the use of capital expenditures, resources, and how long that the business can be profitable. I know how to maintain my position and stand in the market and the strategies to overcome the competitors. The training guided me a way to my business success. I hope I can start and set up a business in the future and I will ask for help from my teacher.



ACTORS/STAKEHOLDERS

Next to the inspiring impact on the student’s skills and ambition, which is our core focus, our project also provides important capacity building for the schools and local communities. To date in total 171 stakeholders have been involved to support the project including 49 teachers (7 female), 41 school management officials (3 female), 46 government officials, and 35 community leaders (2 female). Everyone appreciates the project to support their schools that made their students see the goal in life and focus on learning more.

We have started the renewal of the MoU/Agreement 2024-2026 with DoE of school#1, Kampong Leav, school#2, Borset, school#3, Slaku and school#4, Sampov Poun.

Based on the project successes, some NGOs followed and support more computers to the schools including school#1, Kampong Leav high school, school#4, Sampov Poun high school and school#6, Samaki high school. **Mr. Nil**, the principal of school#6, Samaki high school told that “I would like to thank IFL project that opened the door for my school to receive more support. There are two NGOs came and add more computer labs this year”



Mrs. Phalla – Teacher soft & life skill at Tbeng



She said during the graduation event that that “I am happy to get the ToT training from the project before I conducted the training to the students. It was helpful for me to clearly understand. I picked up the lesson of Clear Goal Setting and Expectation. I am very positive that the students will be a successful person when they have a clear goal. I would like to encourage the students to apply what you learned.”



Mrs. Sophea – Commune Chief and member SMC at Krang Sramor



She said “I am very happy to see my high school have the computer lab for the students to learn the digital skills. I will set the schedule to send my commune staff to learn the computer with school as well.”

Capacity building

In order to improve the quality of the project implementation, the project team was sent to acquire more new knowledge and skills from NGO partners and the government institute including the Teaching Techniques. After the training, the lessons were shared among the rest of the team so that everyone's capacity was built up so that they can use the new knowledge and skills learned.

Bunlai started to join Pedagogy at the National Institute of Education to acquire some new methods and practices in the Inquiry Based Learning (IBL) which is being promoted by the Ministry of Education (MoE) to all schools across the country. With the new ways of teachings, the project team can work in line with the government teachers and for the benefit to CDC as everyone will teach the Advanced Courses developed and supported by the Bluefield.



Arun joined the Basic Video Editing. The course helped the project team to take a good photos and videos for the reports including to use the Camera as a professional, the Introduction to Camera, Inside the Camera, Rules and Tips. "I also learnt the goal how to take a photo are being short, with no repetition, State the problem/ issue clearly and simply, resonate with the target audience and leave a lasting impression. I also learned the clear meaning in the video shooting, 'Let Your Photography and Videography Tell the Story!' I learned how to do the Video Interview between two people by using many questions to ask about particular topic including the Preparation Stage before the interview, draft your questions (open question, simple and easy) and prepare the Consent Form, Knowing where the interview will take place (address, contact person), Prepare equipment and define role of the interviewer and camera person. It is a good skill. I learnt it and I shared what I learnt to the team in order to keep the project photo and video shooting more effectively and quality.



PLANS FOR NEXT 6 MONTHS

The project team has the following plans:

- Opening two more schools, one in Battambang in Q1 together with SWAP and one in Siem Reap in Q2
- Complete parent engagement program and sign-on around 50 students for the career development center, that will start their studies in Q1 2024
- Expand the number of corporate partnerships, for which we have several conversations going on. This will probably become more successful once we have signed-on the first students
- Plan a working trip in June to visit the new schools, open one more schools and participate in reflection day with principals and some teachers from all schools at our CDC
- Set-up a community platform to build a community of alumni and students at the CDC



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