



JOURNEYS WITHIN OUR COMMUNITY

ANNUAL REPORT 2018

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LETTER FROM THE EXECUTIVE DIRECTOR



Dear JWOC Community,

Firstly, let's address the elephant in the room! Despite my tear-jerking "Message from the Director" in last year's annual report announcing my departure from JWOC - I'm still here. In fact, not only am I here, but I have committed to be here

through to 2020! What brought on this sudden change of heart? The sunny climate, the friendly faces I've come to love, my two adopted cats...well it is a little of all these things, but mostly it is my belief that JWOC is on the verge of something amazing and I want to be part of it.

In 2018, we set out to do what JWOC does best, working with our community on a year-long project to hear their feedback on our current programs and for their voices to help design our strategic plan going into 2019. We are now deep into program design and setting our new three-year strategy which we will be sharing with the whole JWOC family very soon, so be sure to keep following us on social media and opening our emails. As a little teaser, the Scholarship Program will be taking center stage, and the next generation of students to join our 171 existing graduates will be better prepared than ever to help lead their communities and the development of Cambodia!

In this year's annual report, you will read the impact and challenges from each of our programs, and I hope you'll feel a sense of pride knowing it was all achieved with the support of people like you. Whether you made a donation, volunteered, participated in our programs, liked and shared our page on Facebook or even mentioned us to a friend, your contribution and efforts make it all possible. It fills me with joy knowing I'll continue this journey with you all into 2019 and beyond!

Finally, without wanting to influence your reading habits, may I just remind you that all the activities you'll read about in the next 12 pages were achieved by a small team of very dedicated staff and 69 Scholarship Students who also had to balance university and work commitments. I think you'll agree JWOC is a very special place.

Best wishes,

Kneath Heard
Executive Director

A YEAR IN PICTURES

Cambodian Science and Engineering Festival



Race4Education



Reading Week



Volunteers



Writing Through



JWOC's Got Talent



The JWOC Team



SCHOLARSHIP PROGRAM

Support all students to successfully complete each year of their scholarship and award 16 new scholarships in 2018.

The Scholarship Program continues to serve the community and produce confident and driven leaders of tomorrow. 11 students successfully graduated from the program in 2018, being awarded degrees in subjects, such as Law, Tourism and Hospitality, Accounting and Education. We will look forward to hearing about the future achievements of this new class of graduates.

Of the 69 students that started the year, two left the program early for issues related to health and family. Although, we are always sad to see any student leave the program the number of students who completed the year is significantly up from 2017 when nine students left. This higher pass rate could be attributed to our increased efforts to work with the students' families and to ensure each student receives timely counselling.

During the recruitment process for new students to join the program in 2019, JWOC received 173 applications forms which is a 90% increase on 2017. It is encouraging to see an increased desire for higher education within our community and evidence that our new method of launching the application process in phases has worked. In November 2018, JWOC awarded 17 university scholarships to deserving and driven students. The Scholarship team initially planned to grant 16 scholarships, however we received an outpouring of scholarship sponsors which allowed the team to award an additional scholarship place.



Assess the longer-term impact of JWOC's scholarships as 2018 marks the 10-year anniversary of the first JWOC graduate

10 years on from the 1st scholarship graduate, JWOC has now seen 173 students graduate from the program. To properly assess the wider impact of the program on its beneficiaries, Patrick McBride from The University of Arkansas, Clinton School of Public Service conducted a 2 month-long evaluation of the Scholarship Program, which you can read [here](#). 99 alumni students participated in the surveys. Overall the feedback was positive and pointed to the success of the program as 91% of alumni say their experience at JWOC helped them find a job, and 92% said their quality of life improved thanks to JWOC's program.

The Leadership team held a meeting for the current students and found that their biggest challenge was creating and pursuing goals. This emphasized the need for scholarship students to feel confident in the methods used to tackle personal and professional growth. It was a positive environment where students felt confident to voice concerns and challenges they faced in the program. The outcomes of this meeting will drive our strategic planning going into 2019.

Success Corner: Rina



Rina joined the Scholarship program in 2013 and has been a JWOC student for 4 years. She has 3 sisters and 1 brother, and her family has a small business. When Rina came to JWOC, she was really enthusiastic about studying English at University, and her parents were very proud of her success. Rina is passionate about higher education as a means to become more

employable and independent. She now works in an Operations Role at a local Company in Siem Reap, which has enabled her to support herself and her family.

FREE CLASSES PROGRAM

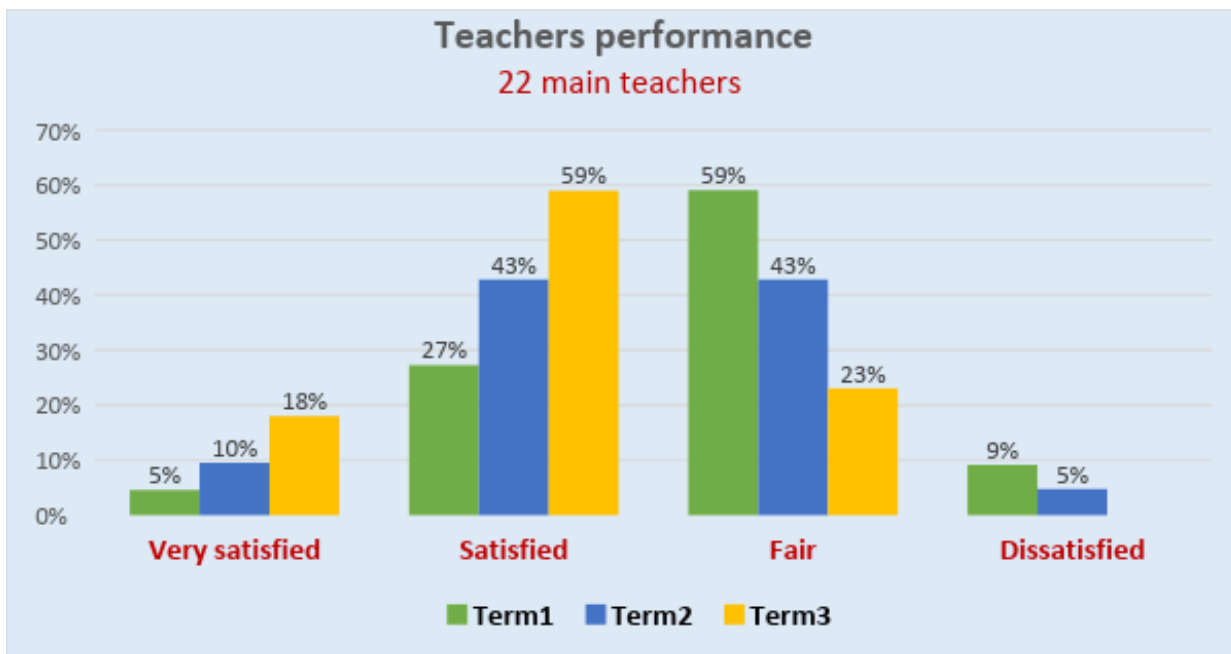
By term 3, 74% (Vs. 32% in term 1) of teachers score a 'satisfactory' level in their teacher observations



To ensure quality of education each teacher receives ongoing training and teaching observations throughout the year. The 4 main teaching aspects that are observed are creativity in teaching, time management, teaching performance and lesson plans. These observations are not only conducted by the management team but through peer observation to encourage collective growth.

The findings from these observations have proved to be beneficial as the management team has been able to tailor teacher trainings to address specific challenges.

The graph (below) displays the improvement of teacher performance over the past 3 Terms. In Term 1, 5% of teachers exceeded our expectations, and 59% of the teaching methods were considered fair by the management team. However, through specific trainings Term 3 ended positively with above satisfactory teaching methods at 18% and 0% dissatisfaction at teaching performance.



88% (Vs 73% in 2017) students attend their classes regularly by Term 3

The Free Classes team aims to motivate their students to attend their classes regularly to improve their education levels. Various teaching methods are included in the lessons to ensure ongoing interest and enjoyment in class. This is done through the increase of visual learning, the inclusion of tech in classrooms, and group activities. The end of year percentage of students attending JWOC regularly is 77% which despite being lower than the expected goal was still an improvement to the previous year's 73%. On further investigation JWOC found that many students had conflicting schedules with public schools and personal matters. Furthermore, unexpected events such as monsoon flooding caused a decline in attending students.

Success Corner: Thul



11-year-old Thul enrolled on JWOC's Free Classes Program during our first term in 2018. Thul's parents moved to Thailand for work 5 years ago, so she and her sister currently live with her Aunt. When she started in our 'Let's Begin' class, she did not have any knowledge of any English, but now she can listen and understand with more confidence. Thul embodies JWOC's motto of learning today and leading tomorrow, and she is often seen helping her classmates by translating English into Khmer or being a classroom monitor.

COMMUNITY SUPPORT PROGRAM

Deliver hygiene training to 320 students and 15 teachers in Takam and Prasath Char schools, to improve handwashing and teeth cleaning habits in 6 steps

The JWOC Community Support program has continued to help communities in Siem Reap by promoting good hygiene practices. Following the supply of toothbrushes, toothpaste and soaps, 12 hygiene training sessions were delivered to 382 students in Takam and Prasath Char this year. Teachers remind their students to wash their hands with soap and brush their teeth every day, and observations showed that 95% of students continue these good habits. The improved number of children brushing their teeth led to a decrease from 55% to 29% in the number of students reporting toothache. This program has demonstrated the impact of educating local students to help them stay healthy so that they can attend school.

To increase the number of (128) participants who demonstrate good knowledge of maternity care 6 months after the training (from 7% in baseline to 50%)

The maternal health project has continued to support the Cambodian Ministry of Health's goal to reduce rates of maternal and infant mortality in Cambodia. This year, 6 training sessions were conducted across three villages in Kok They, Rohal and Kok Pnov, with 174 women in attendance. The feedback from this program showed that 98% of the women felt the training provided them with more knowledge about maternal health.

Success Corner: Soun

Soun lives in Thnoun Chrum village. He was unable to finish high school because his family was in a poor financial situation, so he tried to earn money as a construction worker. When he met with JWOC, he expressed his motivation to start vocational training as a mechanic to fix motorbikes. Soun is a fast learner who was able to pursue his goals. He has now finished his training and has become a fully qualified mechanic here in Siem Reap.

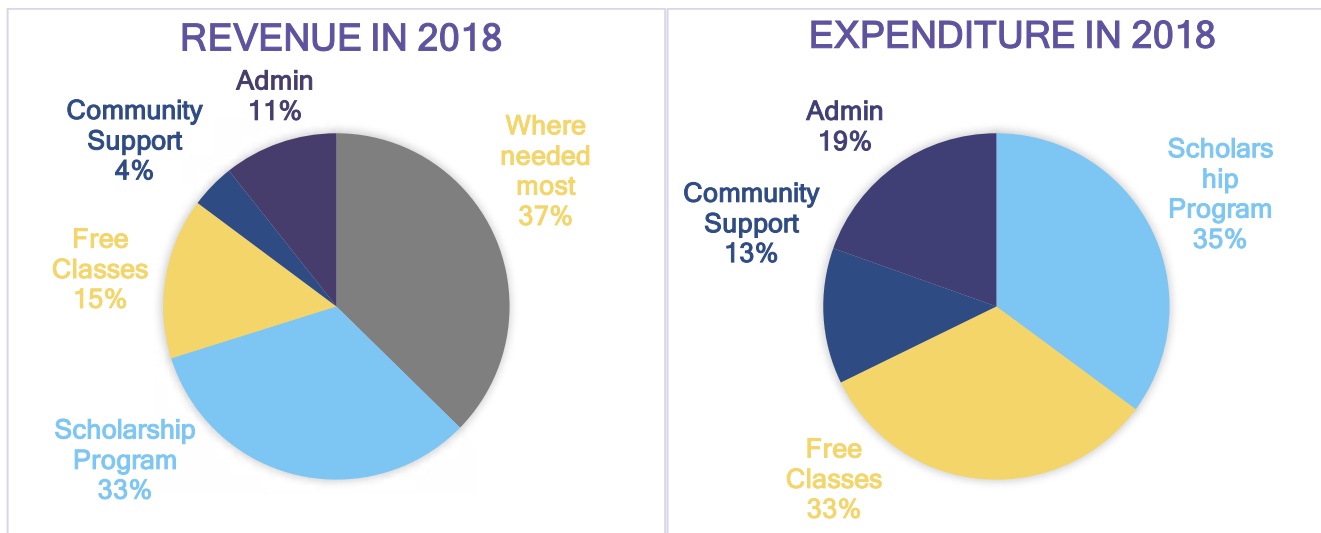


Parents can demonstrate good knowledge of positive parenting and how to support their child's learning

JWOC has also focused on helping parents become more involved in their children's education. The aim of this project was to increase the number of parents who communicate with their children about their schooling. 72 parents attended the training in Thnouth Chrum, Angdang Kun and Peam villages.

FINANCIAL REVIEW

Donations	2018	2017
Number of Individual Donations	273	306
Median Donation Amount	\$286.01	\$265.87
Revenue (in US\$)	2018	2017
Where Needed Most	\$57,308.08	\$45,215.86
Scholarship Program	\$50,356.26	\$53,582.10
Free Classes Program	\$23,077.49	\$38,180.85
Community Support Program	\$6,370.55	\$12,727
Admin	\$16,352.97	\$17,431.86
Total Income	\$153,465.35	\$167,137.67
Expenditure (in US\$)	2018	2017
Scholarship Program	\$59,788.84	\$50,173.05
Free Classes Program	\$55,580.24	\$52,029.68
Community Support Program	\$21,591.82	\$17,258.93
Admin	\$33,291.27	\$28,362.86
Total Expenditure	\$170,252.17	\$147,824.52



In 2018, expenses were higher than income as many of the university scholarships were pre-paid in 2016/17. The higher number of Scholarship students at JWOC in 2018 explains the difference between 2017 and 2018's expenditure. Nevertheless, our income was \$10,000 lower than forecast, which can be attributed to one payment arriving in January 2019, thus missing the 2018 financial year.

THANK YOU

Your support for JWOC has enabled us to make educational resources and support available for low-income Cambodian children and adults. Thanks to you, these individuals can pursue their motivation to become leaders in their own communities.

Donate Now

