



បុគ្គលសារវន្ត កម្ពុជា
Essential Personnel Cambodia

Annual Report
2015



Tim Sophy working at CDPO's Radio Program

Identity

Essential Personnel Cambodia (EPC) is a Cambodian NGO that is dedicated to empowering young Cambodians with disabilities through education and training, leading to employment and independence living.

Vision

EPC wants to see young persons with physical disabilities access to education and employment which lead them to live with dignity and participate in social development in harmony.

Mission

To assist and support young persons with physical disabilities achieve tertiary education or vocational skills training which lead to earning income through employment.



Soth Monorom at the public speaking contest

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Values and Brief Explanation

Possibility

We commit to change from impossibility to possibility for youth with disabilities to get opportunity for growth and development fully.

Empowerment

Every person has basic rights and responsibilities with dignity that belong to us as human being. EPC endeavors to empower youth with disabilities to reach their full potentials to become more self-sufficiency and independent living.

Partnership

We believe in working together that can make the difference. EPC aims at building and improving relationship with all stakeholders in assisting youth with disabilities.

Quality

We commit for quality in what we do and/or high standards of governance, accountability and transparency within our organization and services operation.

Inclusion

We promote and practice inclusion. EPC will make every endeavor to identify barriers and implement solutions which lead to a more inclusive society.

Essential Personnel Cambodia to Date

Essential Personnel Cambodia (EPC) is a Cambodian NGO that is dedicated to empowering young Cambodians with disabilities through education and training, leading to employment and independence living. It was initiated with input from the Australian 'not for profit' disability services group Essential Personnel Australia (EPA) based in Perth Western Australia when they joined with Mr. Ouch Nimul, leadership and disability expertise, to form Essential Personnel Cambodia. The aim was to provide opportunity to Cambodian youth with disabilities to gain access to education, training and employment same as other youth without disabilities in their communities.

Meanwhile, Essential Prarned Co. Ltd also was registered and officially recognized as a business company by Ministry of Commerce of Royal government of Cambodia. All EPC's property including land and buildings are owned by Essential Prarned Co., Ltd and it is subjected to be accountable to the Cambodia law.



Pich Yarei at school

Message from CEO (Chief Executive Officer)



Year 2015 is the first year for full operation of Essential Personnel Cambodia. We look for opportunity to collaborate to assist children, young people with disabilities and their parents, caretakers so that they could participate in the society, receive training to equip them with skills and opportunity for employment. Our sincere thanks to Chief Executive Officer of Essential Personnel (Australia) Tony Marwick who assisted us to establish Essential

Personnel Cambodia for the sake of people with disabilities in Cambodia.

Open a window for education and employment opportunity this day for people with disabilities from the stakeholders have made our jobs more success and accessible greater. Hence only for the first year of our operation our progressive achievements for 2015 were remarkable because we have built hope and assisted them to gain access to education and employment opportunity for our people under our care more. These achievements are the results for truly hard working and commitment of our staff members and close cooperation of our partners and relevant stakeholders with confidence and responsibilities.

My gratitude to Essential Personnel Cambodia Board of Directors, Disability Action Council, National Employment Agencies, supporters, donors, partners and friends, Government Ministries, Private Companies and local authorities for our smooth collaboration.

I am delighted to invite you to read our Annual Report 2015 for your reference, and we continue to be very grateful to you and other like you to support us. Your support enabled our people for their future education and careers brighter.

Nimul Ouch

A handwritten signature in blue ink, appearing to read 'Nimul Ouch', written below the printed name.



Our university students



Message from the Head Finance Administrator

This is the first year of full operation of Essential Personnel Cambodia. I am very happy to be part of the work of this organization. There are many needs of children and young people with disabilities that EPC has challenged. I could see the increases of demands of assistances required from those people in year 2015.

Our team has the specific roles to secure the needs, assisting to search for funding and secure the future. I have learnt a lot and received great assistance with financial planning and management to improve our skills. I have also worked with individual manager to improve their administration skills to work along and work on financial planning accordance requirement of funding partners.

Our team has done and given more comprehensive report on the financial situation of each project as well as for the whole organization.

Our team looks ahead to ensure the demands of assistances are matched and proper to meet the requirement of our funding partners.

Sem Bangha



Our Goals

- Assist disadvantaged young people with physical disabilities to gain access to education, professional skills, computer skills and farming skills that will equip them with the ability and experience to become employable or self-employed and, in time, self-sufficient.
- Ensure that young people with physical disabilities assume a place in society, aware of their rights and be ready to contribute to society to the best of their ability.
- Grow its financial independence through establishing business projects with positive cash flow, sustaining income into the future.
- Strive to put an end to the begging culture that exists in Cambodia within the disabled youth that we support. We are determined to end the culture of begging and dependency that is so widespread amongst the disabled community in Cambodia.



At our home meeting

Our Collaborators and Those for Whom We work

EPC looks for opportunities to collaborate with all other stakeholders to adapt and replicate our project activities throughout Cambodia.

All of EPC's projects are intended to facilitate or provide formal and informal education programmes and will assist children and youth with disabilities towards self-sustaining employment.

EPC's primary beneficiaries are children and young people with physical disabilities throughout Cambodia. Our clients are a) aged between 12 and 17, eligible for support to attend government schools and vocational training centres; and b) youth aged between 18 and 35 eligible for tertiary education and employment. EPC also supports these young people's parents by providing livelihood support.

Specific Target Group:

1. Children and Youth with Disabilities and their families
2. Government, civil servants and social services
3. Disabled People's Organisations, other NGOs, Vocational Training Centres and Private Sectors.



Our CEO at Workability Asia meeting

Progress in 2015

Marwick Home – Administration, Training & Residential

Our plan is that Marwick Home is a center which will provide administration main office of EPC and skills training for youth with disabilities and families. This center will provide a family atmosphere whilst also assisting the youth with their personal development and growth.

It will provide information and resources to capacity build infrastructure or facilities for student with disabilities, as well as love and care, to disabled youth from poor or broken families, who have been abandoned or whose families live in an area too remote to access school regularly.

The complex will consist of a separate male and female dormitory accommodating 20 students each, a kitchen and dining area, a house for manager and volunteer accommodation, a classroom, a craft workshop and administration offices.



Architect : Mr.Vatanakmony /Tel : 087 777 466 / 017 752 288

Our Marwick Centre

We bought a piece of land where is located at Ang Snoul District Kandal Province.

The complex was soil filled to raise the level of the land, connected government electricity was connected and well digging was done.

The fences were built surrounded completely.



Our Marwick centre and other activities



University House Support

Tertiary education & residential services

University House Support is a family home for students with disabilities.

Students with disabilities who stay at the University House Support home are from families of low financial status, the victims of families' problems, long distances from school, and fragmentation of the relationship between the mother and father, the creation of orphans, divorce and in the grip of constant debt.

University House Support provides 28 students with disabilities as follow:

- Three meals per day
- Dormitory accommodation
- Transportation to and from university / school
- School uniform, school equipment
- Tuition Fee
- Love and care.
- Find a opportunity, Internship and Volunteer work

University House Support also provides accommodation of some members of staff and a pleasant working environment. About ten of members of staff stay on the University Houses.

With two Tuk Tuk we transport these disabled students to and from university every day. Some of them attend school during the morning and others attend school during afternoon. The students have meals together at University House everyday.

The project encourages their parents / caretakers to contribute to these expenses as a part of their parental responsibility. Most of the parents have also agreed to support their children with donation of some rice and other forms of support during their stay with Essential Personnel Cambodia.

Essential Personnel Cambodia (EPC) rented 2 houses; a house to accommodate 8 female university students and a house to accommodate 12 male university students, all with disability including assistance with transport, meals and tuition.

Disabled students living in the University Houses in Phnom Penh came from outer provinces of Cambodia. The students attended a number of Universities in Phnom Penh and were studying Law, English, Information Technology, Banking and Teaching etc. Once those young people have been awarded, EPC provided the following:

- Cash weekly to meet the costs of their schooling and ensure that appropriate accountability procedures are followed
- Monitors the progress of awardees by visiting study centres, viewing records and results
- Consulting teachers and instructors as appropriate
- Provides information and advice as needed;
- Provides appropriate supervision and care to ensure the health and well-being of awardees
- Meets regularly with awardees for monitoring and tutorial purposes
- Maintains records of academic progress and financial expenditure for each awardee

Our students for year 2015



Bou Sophean | Polio on both legs
Finance and Banking
Phnom Penh International University



Mean Srey Pich | Polio on both legs
English Literature
Phnom Penh International University



Pen Srey Leak | Amputee on right leg
Law
Phnom Penh International University



Sor San | Short on right leg
Information Technology
Phnom Penh International University



Seang Sreyneang | Short limb
Finance and Banking
Phnom Penh International University



Ly Sokna | Short on right leg
Accounting
Phnom Penh International University



Sok Sreynoch | Polio on left leg
English Literature
Phnom Penh International University



Phuong Sokhak | Both legs deformity
Accounting
Phnom Penh International University



Chey Lonh | Polio on left leg
Information Technology
Cambodia University for Specialties



Thoung Yasophea
Club Foot and Club both hands
Management
Phnom Penh International University



You Sochea | Polio on both legs
Information Technology
Cambodia University for Specialties



Porn Narith
Polio on left hand and left leg
Accounting
Panha Chiet University



Vat Liem Hourt | Polio on both legs
Information Technology
Phnom Penh International University



Soth Monorom | Polio on both legs
Information Technology
Phnom Penh International University



Cham Puttkhieng | Polio on both legs
Information Technology
Phnom Penh International University



Sam Polong | Polio on both legs
Information Technology
Phnom Penh International University



Pich Karay | No limb from birth
Marketing
Human Resource University



Tim Sophy | Polio on both legs
Information Technology
Phnom Penh International University



Noun Sarun
Polio on both legs & Back deformity
Information Technology
Phnom Penh International University



Khoeun Sokhom | Short on left leg
Marketing
Phnom Penh International University

Graduates 2015

In 2015 there were 3 students (1 woman) graduated from their universities on Information Technologies, Finance and Bank and Marketing.



Bou Sophean
Finance and Banking



Khoeun Sokhom
Marketing



Tim Sophy
Information Technology

Social Enterprise and Employment - Skills Training & Employment Opportunities

Social Enterprise and Employment Opportunities aims to provided employment for young people with disabilities and earning income to sustain the project.

1. Social Enterprise and Employment

- EPC operated one handicraft shop in Phnom Penh. The shop was located on House no Sothearos Street. There were 2 young women with disabilities employed in the shop.
- EPC operated a piggery farm in Chhouk district of Kampot province. There were 2 staff employed in the farm. There were 10 sows to be raised in the farm. It was the sustainable and profitable farm.



Farm site at Chhouk, Kampot

2. Skills training & wage employment

EPC provided referral service to bring 6 young people with disabilities to employment. 4 young people (1 women) were employed at the private laundry shops and 2 young women were employed as the sale assistant at private company.

Important Events and Development

Our Office for Counselling and Registration for Employment Opportunities established

We will establish our ever first office for providing counselling and registration for our young people with disabilities to gain access to job experiences and opportunities in early 2016. This office we will work together with registered client of ESSENTIAL PERSONNEL CAMBODIA (EPC). Our team meets with clients to gather information about their needs, skills and attributes, their experience and goals and ambitions in finding suitable employment, make available the resources of EPC to assist client job seeking efforts, including training on new job seeking methods such as the Internet search, writing resume and cover letter, Review, re-design or create a resume for him/her as appropriate. Once client obtains employment, we can provide on-site support top both client and client's employer to ensure that his/her transition into the new position is smooth, ensure that clients are aware that the job he/she is applying for is complied with his/her abilities.

In-Home Education Support Service

This project will be established to provide support to children ad young people with diabilities to gain access to secondary education by integrating them into the public schools at their community



Our manager visited community students

Laundromat and Technology Labs set up

Laundromat and Technology Labs are the ideas for Social Enterprise Projects for by gaining training and employment for Young Cambodians with a Disability. These projects are to provide skill training in laundry and technology to equip professional skills for young people with disabilities towards employment provision and opportunities for sustainable projects. The projects work to collaborate with business employers and privates to ensure the exit strategy on successful projects.

Human Resources Management Preparation Plan

Human Resources Management Preparation Plan is an important project to build the capacity of the organization on labour compliance, development customization staff manual, administration system management, employees personal information database, development of human resource administration and related scope of work of the organization such as staff policy and related policies etc. This project will be done by the professional agency early 2016.

Workability Asia Member

EPC is one of the members of Workability Asia. Workability Asia is the network of disability organizations who provide work and employment opportunities for persons with disabilities in Asia.

The Global Information Technology Challenge 2015 for youth with disabilities (GITC 2015) in Jakarta Indonesia from 25-29 October 2015

It is a great memory for our 2 young people with disabilities to attend this event. In October 2015 there were two young people with disabilities from Essential Personnel Cambodia attended Global Information Technology Challenge 2015 for youth with disabilities (GITC 2015) in Jakarta Indonesia. Our thanks to Mr Srey Chan, Director of Rights of Persons with Disabilities of Disability Action Council accompanied them for this opportunities.



Our University students at IT challenges in Indonesia

Essential Personnel Turnover Cambodia 2015

Donor/Others	Amount in US Dollars
Essential Personnel	131,834.16
Stichting Expanding Horizons	2,192.00
Katharina Ohman Walker Rodney	8,391.25
Yodicraft sales	2,941.34
Kampot farm	15,226.50
General income	1,629.19
Grand Total	162,214.44

Acknowledgement

Whatever is accomplished annually on behalf of the young people of Essential Personnel Cambodia (EPC) is the outcome of a lot of collaboration among like-minded groups. We are grateful to the Royal Government of Cambodia which, through national and provincial levels supports our efforts, particularly in regard to the integration of young people with disabilities into high school and tertiary institutions. We are through these Ministries.

We could not maintain our program without the generous support of our funders. We have listed them earlier in this report and are grateful for their confidence in EPC and for the finance they make available for our work particularly our primary funder of EPC is Essential Personnel (Australia).

We are surprised and delighted by unexpected financial support. There are always limitations to contend within the organization's budget; the arrival, occasionally of additional funds always means our being able to do the things we want to do but cannot for lack of finance.

We are fortunate for the collaboration we enjoy with other non-government organizations, local and international. Our thanks to Disability Action Council, Cambodian Disabled Persons Organization, Veteran International, Cambodia Trust, Cambodian Development Mission for Disability and Komar Pika Foundation, Jesuit Service Cambodia and Disability Development Service Project.

The following companies have been reliable providers, of opportunities for employment especially. It is a source of great satisfaction to see our clients accepted into the working community. We welcome this opportunity to acknowledge and thank to CamAsean, Watthan, Artisan, ABA Bank, Modern Laundry, Cambodian Harvest Dried Fruit, PPIU, Nie Nie Printing House, TTHP Printing House, Jar of Clay Café, and Emerald+.

Funding Sources

We are grateful to the assistance given by our Funding Partners and Partners



Membership

EPC is one of the members of Workability Asia. Workability Asia,

WAsia is the network of disability organizations who provide work and employment opportunities for persons with disabilities in Asia.

Partners



Essential Personnel Cambodia is proud to be a partner for Project J866N Building Hope Cambodia with Global Development Group.(ABN 57 102 400 993), an Australian NGO approved by the Minister for Foreign Affairs.

www.gdg.org.au/GivetoJ866N

Management Team

Management team members all share the responsibility to live the core values of our organization. Consequently as a member of the team is required to commit to building a community where:

- There is a commitment to a just society.
- There is genuine pastoral care of staff and young people.
- We all conduct ourselves professionally.
- There is transparent communication.
- There is a safe and secure environment.
- Confidentiality is respected.
- Reconciliation is a lived reality.

Our Principle

- We all share a common concern for the success of our work and feel ourselves co-responsible with those in leadership positions for planning, animating and evaluating our organization.
- This common concern and sharing of responsibilities should harmonise with the structures which are required to support our organization.
- Disabled children and young people are our reason for being. Their well-being is our ultimate reference point in making organisational and administrative decisions.

Our Member

Nimul Ouch



Essential Personnel Executive Director, Nimul Ouch is now the Executive Director of Essential Personnel Cambodia, born in 1974 in Cambodia. His parents are subsistent farmers. When he was a child he got an incident, falling from the tree in 1982. His left hand was broken and got operated.

He graduated high school in 1992. Then he graduated the degree in 1997. He has worked with the Marist Brothers in Cambodia since his graduation in Science in 1997. His efforts to assist young people with disabilities with education, rehabilitation and training were acknowledged by the Royal Cambodian Government with an award in 2009. In 2010 when Marist Mission Australia and Yodiffee amalgamated Nimul was appointed Executive Director of the newly created Marist Solidarity Cambodia.

Van Vandy



Van Vandy is now Education Support Manager of Essential Personnel Cambodia, born in 1987 in Cambodia. When he was a child he got an incident, his right leg was amputated in 2000. he graduated his degree in 2014. He worked as a social worker to assist children and young people with disabilities to access to school at the community for 3 years with Marist Solidarity Cambodia.

ROLE DESCRIPTION

1. Filling each students records, agreement between parents and EPC,
2. Initial decision on criteria to accept students either in the centre or community,
3. Visit and Follow up student attendance at school/ institutes and university etc;
4. Meeting students families and students to discuss schooling record and relevant condition,
5. Contact with Parents of the students, local authority, school teachers, NGOs etc,
6. Report each students on their school progress and challenges,
7. Access and prepare the development plan of each students including RESUME preparation and finding possibility of referral for internship and job placement of the students/ applicant
8. Work with team managers to ensure proper accountability of projects in accordance with their position descriptions.

Sem Pughna



Sem Pughna is now the Financial Administrator of Essential Personnel Cambodia, born in 1990 Cambodia. Her parents are subsistent farmers. When she was a child she got polio in 1999 her both legs. She graduated her degree 2015.

ROLE DESCRIPTION

1. Maintain all financial records and prepare reports as required by the Board and Director.
2. With the Administration Team oversee the preparation of the annual EPC budget.
3. Prepare financial reports and acquittals as required by Donors.
4. Receive and acknowledge all grants and donations.
5. Supervise and manage organisational and sectional finances and financial records.
6. Issue bills, receive and receipt all monies.
7. Maintain and supervise petty cash for EPC and for all its sections.
8. Visit sections and examine their financial records regularly.
9. Establish bank accounts as directed by the Board and liaise with bank authorities.

Meas Phearin



Meas Phearin is technology / maintenance manager of Essential Personnel Cambodia. was born in 1980 in Battambang Provinces.

He has finished the courses of Graphic Design, Microsoft office Web Development and repair and maintenance computer.

ROLE DESCRIPTION

1. Work with team managers to ensure proper accountability of projects in accordance with their position descriptions and further develop their management skills of project.
2. Construction and maintenance Manage the construction site, and facilitation with the workers on the site at Marwick Home Maintain each university houses for cleanliness Manage physical work on construction and maintenance fields
3. Web design and visibility production and development Maintain website and update Designer and producers of marketing material for the project Newsletter layout and filing development
4. Be accompanying and a driver for director and managers to the provinces for the missions or field visits

The Board of Directors

Tony Marwick



Mr Tony Marwick - Chairman

Tony was the Chairman and Managing Director of a Licensed Securities Dealer and Managing Partner of a Chartered Accountancy Practice, from the mid-nineties to 2001 in Subiaco, Western Australia. He joined the Board of Essential Personnel in 2003 and was Chairman for 2 years. In January 2007 Tony took up the role of Chief Executive Officer and still occupies that position. His

corporate background has been an advantage to Essential Personnel evidenced in their strong financial position, enabling the organisation to establish a substantial infrastructure enhancing our ability to deliver quality services to individuals with disabilities throughout the areas we service. Under his leadership the organisation has grown from a single funder of \$600 000 per annum to over \$3.5 million per annum while Essential Personnel has maintained a leadership position in delivering services to individuals with disabilities of the highest order. Tony is committed to excellence in service delivery to the sector of the community that he serves.

Tony Mylius



Mr Tony Mylius - Member

Tony works as a Cardiologist and Consultant Physician in the Wheatbelt region of WA and is passionate about tackling the challenges of developing and implementing systems and services which assist all people achieve their optimum potential. Tony's commitment to these goals motivates his role on the Board and his desire to contribute to the development and maintenance of a

strongly client-centered, highly performing, innovative and committed organisation.

Previous and current roles in government and private practice settings include his role as Associate Professor in the Rural Clinical School of WA and continuing involvement with strategic planning around regional cardiology and health service provision with the Cardiovascular Health Network in the WA Health Department and WA Country Health Service.

Frank Surgener



Mr Frank Surgener - Member

Frank is an Edinburgh University commerce graduate and early in his career held several national and international roles with major sports companies Adidas and K-Swiss. In later years he has owned his own sales agency in WA and has helped develop many companies – most notably, the Brooks sports company.

Frank has spent the past seven years establishing in Cambodia to help young disabled and disadvantaged people. The East Fremantle resident rode a motorbike across the country and decided he needed to act and improve the lives of people in the region. In 2004 he established RideAid, which focuses on establishing schools, and sustainable development projects for both disabled and street children.



Soth Monorom got training in IT Program



Volunteer from trained website to the students



The students shared their knowledge

empowering young cambodians with disabilities through
education and training, leading to employment and independence

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