



Annual Report 2016

WHO WE ARE

EPC'S IDENTITY, VISION, MISSION AND VALUES

Our identity – who we are

EPC is a Non-Government Organization based in Phnom Penh that is dedicated to empowering young Cambodians with disabilities through education and vocational training, leading to employment and independence

Our vision – for change

An Inclusive community where children and youth with disabilities gain access to education, vocational training and employment in order to achieve their full potential and live with a sense of dignity and self-worth in the community

Our mission – what we do

To assist and support young people with disabilities to gain access to education including tertiary level or access vocational skills training, leading to an income through employment

EPC's core values derive from a single central value

Empowerment: EPC endeavors to empower young persons with disabilities to reach their full potential to become self-sufficient and independent. EPC strives to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity

Our other values, stated below, are subsidiary to this central value

- **Possibility:** EPC commits to change from impossibility to possibility for young persons with disabilities to access opportunities for growth and development
- **Partnership:** EPC believes that working together in partnership can make a difference. EPC aims to build and develop relationships with all stakeholders to support young persons with disabilities
- **Quality:** EPC is committed to excellence and quality with high standards of governance, accountability and transparency
- **Inclusion:** EPC promotes and practices inclusion. EPC will make every endeavor to identify barriers and implement solutions which lead to a more inclusive society
- **Gender:** EPC is committed to improve the position of women and girls with disabilities and acknowledges that they experience multiple disadvantages resulting from the interplay between gender, disability and poverty
- **Nothing about us without us**

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A MESSAGE FROM THE CHAIR

DEAR FRIENDS

Welcome to the EPC Annual Report. We want to share with you some of the highlights of 2016 and showcase some of the main areas of our work over the past year. 2016 has been another successful year for us and during the year we found that the boundaries of our work has greatly expanded. EPC has received two year funding from the Czech Development Agency to set up vocational training and social enterprises in partnership with Caritas Czech Republic in Phnom Penh, Kampot and Siem Reap. It has been an exceptionally busy and challenging year for everyone involved in the organisation and we are proud of what we have achieved

While not a campaigning organisation, EPC recognises, supports and promotes the contribution disabled people can make and do make to society. We work to break down barriers of perception and the stereotyping that accompanies it and we put this into practice - saying "Yes!" where others may once have said "no". Our programmes support young persons with disabilities in secondary school and universities and through our vocational training, social enterprises and employment counselling services, EPC works with government, local business and the public to change employment practices and encourage them to employ disabled people. As a result many people have had their lives transformed or just even made a little bit easier following contact with EPC

In the coming year we will build on these foundations and will especially continue to work to improve the chances of employment for disabled people, through our flagship vocational training and social enterprise based programmes. We can now look forward with anticipation, confident that we can deal with the inevitable challenges we will face. I believe, there is a great opportunity to work towards a more inclusive society, where each individual is valued on their own terms. I will be working with fellow Board Members and our experienced and dedicated management team to develop a strategy which will sustain and grow our organisation over the next five years

May I take this opportunity to thank all partners, sector colleagues and donors for their valuable support and input over the past year and I look forward to working with you in the year ahead. Finally, I would like to thank the Board Members and the staff for their continued commitment, dedication and passion to deliver our mission

On behalf of the Board and Staff of EPC, I thank each and every one who walked along with us and supported us in the work

With Best wishes

CHIEF EXECUTIVE OFFICER'S REPORT

Message from the Chief Executive Office

I am delighted to take this opportunity to invite you to join with me and to share what we have done during 2016 to support young people with disabilities in Cambodia to fulfil their potential. EPC has worked hard to provide access to education opportunities, vocational training and support to find employment

It has been a landmark year for the organisation and we successfully applied for two year project funding from the Czech Development Agency in partnership with Caritas Czech Republic (CCR). This has enabled us to open three centres – in Siem Riep, Kampot and Phnom Penh providing vocational training and social enterprise management. The main objective of these projects is to promote economic and social growth by supporting young persons with disabilities to successfully integrate into commercial life

At the same time, EPC established an office providing registration and counseling for young Cambodians with disabilities seeking employment. We are very pleased to see that there is a growing number of government offices, private companies and generous individuals who are interested in our work and willing to sponsor and support our young people to go to school, universities and offer employment opportunities without discrimination

As we look back and reflect on the year, the most satisfying aspect is to see the happiness and smiles on the faces and the sense of self-worth among our students and job seekers as they express how successful they have become in their lives and work towards achieving their aspirations. We are very proud that all of our university students passed their exams and graduated. The majority of them are now employed and a few of them have married and hope to start families. It is these stories which provide examples of how our work impacts on real lives and make us more determined to succeed in our mission

As CEO, I have visited a number of non-governmental organisations, involved government departments such as Disability Action Council and National Employment Agencies to introduce and promote Essential Personnel Cambodia's projects. EPC is always eager to share knowledge and experience and to collaborate in order to maximise the impact of our work for greater inclusion by creating a more equitable society in which people with disabilities and other vulnerable groups can become full and active members of their communities

Our sincere thanks go to our Cambodian government, donors, partners, supporters and our staff who have supported EPC throughout 2016. It has been a very successful year and we look forward to building on these achievements in 2017 and the years ahead. I thank you all for reading our Annual Report 2016 and for your important support and close collaboration

Sincerely your

Nimul Ouch



EPC is a Non-Government Organisation based in Phnom Penh that is dedicated to empowering young Cambodians with disabilities through education and vocational training, leading to employment and independence.

OUR GOALS

- Ensure that young people with disabilities access education, vocational skills development and employment to ensure their economic self-sufficiency, independent living and full community participation
- Strengthen social and independent living skills for young persons with disabilities based on the principles of disability rights and self determination and the world of
- Develop EPC's long term sustainability and financial independence by establishing social enterprise projects
- Challenge negative attitudes and barriers in society and promote inclusion in community development initiatives

PARTNERSHIP

TRANSFORMING LIFE

EPC seeks 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 lifelong learning that will assist children and young persons with disabilities to achieve self-sustaining employment

EPC's primary beneficiaries are children and young people with disabilities throughout Cambodia. Our clients are a) aged between 10 and 17, eligible for support to attend government schools; and b) young persons aged between 18 and 35 eligible for tertiary education, vocational training and employment. EPC also supports these young peoples' families by providing livelihood support



IN REVIEW - HIGHLIGHTS 2016

University House Support

University House Support – tertiary education and residential services

EPC provides financial support for selected young people with disabilities to attend university. EPC meets the costs of tuition, accommodation, food, transportation and essential supplies

Two houses are rented as part of this program (one for female students and one for male students) to provide accommodation, food, support and medical assistance. Six staff live on site to provide pastoral care and to oversee the project. Students with disabilities who stay at the University House Support facility are from poor, mostly rural, disadvantaged families

In 2016 22 students (13 young men and 9 young women) were supported by this programme. All students are supported through scholarships provided by Essential Personnel (Australia), Rotary Australia and Expanding Horizons (Netherlands). All the students held part time jobs to help support their studies and families and carers are also asked to make a contribution either financially or in kind towards their expenses

Students attend a number of different universities and are studying courses such as Law, English, Information Technology, Banking and Marketing

To ensure the success of the program EPC

- Monitors the progress of students through regular visits to their study centres to review academic records and results
- Consults with teachers and instructors as required
- Provides information and support as needed
- Provides appropriate support and care to ensure the health and welfare of students
- Meets regularly to review and discuss progress
- Maintains records of academic progress and financial expenditure of each student

!Pictures and bios needed – please no comments about disability

In Home Education Service

This new project started in 2016 with support from Essential Personnel Australia via the Global Development Group Project: "Building Hope Cambodia". This project provides support to children and young people with disabilities to gain access to secondary education by integrating them into public schools in their community

students with disabilities were identified in 11 Districts of Kandal province. From this initial 177 group, 17 students were selected and considered for schooling supports by the project. Their parents/ carers agreed to provide 50% contribution to their individual school support packages

In October 2016, 3 children with disabilities in Prek Loung Government High School, received school uniforms, school materials and bikes from the project. Work is ongoing to support the other 14 children and their families and EPC is working closely with the Kandal Provincial Department of Education Youth and Sports to support the students and their needs and to incorporate disability into annual school operation plans

There are plans to improve accessibility in at least 6 secondary schools by building ramps and accessible toilets



Employment Counselling and Registration Services for Young Person with Disabilities

This new project was opened at the Phnom Penh office in 2016. The Employment Counselling service will provide support and advice for young persons with disabilities to gain access to job experience and opportunities. New job seekers are registered and the EPC team gathers information about their skills, educational attainments and support needs. The team works with each individual to develop an employment plan that identifies their chosen goals and career path. Support is given to assist the job seeker to find suitable employment and includes how to write a resume, job search techniques and the soft skills required on the job. The EPC also works directly with local employers to raise awareness of the project and to encourage them to employ persons with disabilities. Once the person has found employment the team offers follow up support to both the individual job seeker and the employer to ensure a smooth transition

Add diagram outlining the steps for registration for job seekers

graduates were trained on job seeking with the National Employment Agency and found jobs. In 22 addition 30 young persons with disabilities were registered (17 male and 13 female) and so far 10 of these persons have found employment

It would be good to add some case studies here + pictures

Social Enterprise and Employment Vocational Skills

This year was a major landmark in the growth and development of EPC. We successfully applied for two year funding from the Czech Development Agency to operate vocational training projects in partnership with Caritas Czech Republic. The project locations are in Phnom Penh, Kampot and Siem Reap where there are high levels of poverty and limited opportunities for either vocational training or employment for persons with disabilities

The project's purpose is to promote economic and social growth by supporting young persons with disabilities to successfully integrate into commercial life. It will provide access to vocational training for persons with disabilities in real life social enterprise business environments and create job opportunities where participants develop work habits and technical skills that they will need to succeed in the competitive labour market. Training will be offered in Information Technology (IT), Phone Repairs, Printing and Laundry skills

An EPC Employment Officer is on site at each location to work with the trainees to develop these skills. The Employment Officer coordinates the programs and ensures that the trainees are making progress towards their goals. EPC employment counselling is available to assist graduates in finding and maintaining a good job match in the community

The main objective of EPC's vocational training and job placement services is to make a difference for each participant preparing him or her for employment whilst learning about themselves through the personal development programme based on the principles of disability rights and self determination and the world of work. The project will challenge negative attitudes and barriers in society and promote inclusion in community development initiatives. The project will help to ensure the economic self-sufficiency, independent living and full community participation of persons with disabilities



THIS YEAR AHEAD

Developments in 2017

- Review Human Resource Management systems and introduce new policies and procedures to all staff
- Restructure the organisation to develop the necessary capacity
- Broaden the donor base and develop innovative new funding streams to ensure future sustainability of the organisation
- Develop a job coaching service and job clubs

TRAINING

Staff attended A Disability Rights workshop facilitated by Caritas Czech Republic. Staff attended a 3 day Marketing Strategy training

Human Resource Management by ODI

One of our staff- administration officer was sent to get trained on Human Resource Management offered by ODI in February 2016

Monitoring and Evaluation by ODI

One of our staff- Education officer was sent to get trained on Monitoring and Evaluation offered by ODI in April 2016

Labour Law Training offered by ODI

One of our staff- Financial Administrator was sent to get trained on Labour Law Training offered by ODI in June 2016

Personal Development Training conducted

Two Personal Development Training workshops conducted for our management staff and our trainees in October and November 2016



MANAGEMENT TEAM

The Management Team shares a common goal to ensure the success of the organisation in meeting its mission to remove barriers and support young persons with disabilities to access education, vocational skills development and employment opportunities in order to reach their full potential to become more self-sufficient and independent as well as promoting a more inclusive society. The Team is responsible for strategic planning, operational management and the ongoing review and evaluation of the programs

Team Member bios and pictures

THE BOARD OF DIRECTORS

The Board of EPC is the organisation's governing body and assumes legal responsibility for the NGO. Currently the Board comprises of 2 board members from EP Australia and 3 Cambodian nationals

[Board member bios and pictures](#)

FINANCE

Essential Personnel Turnover Cambodia 2016

DONORS/OTHERS	AMOUNT IN US DOLLARS
Essential Personnel	19,662.70
Caritas Czech Republic	107,501.47
Global Development Group	40,676.86
Rotary Australia World Community Services (RAWCS	17,304.37
Stichting Expanding Horizons	1,761.00
Yodicraft Sales	2,584.80
Kampot Farm	12,336.63
Hagar International	1,083.00
Amplify Malta	212.08
Gerneral Income	2,934.70
GRAND TOTAL	206,057.61

OUR SINCERE THANKS

Throughout the year we have been supported by many friends and colleagues too numerous to mention. Our achievements on behalf of young persons with disabilities at EPC are the outcome of collaboration with many likeminded groups. EPC have long term partnerships with a range of organisations and we are keen to develop these further

We are grateful to The Royal Government of Cambodia national and provincial levels supports our work particularly in regard to the integration of young people with disabilities in to High School and Tertiary Institutions. We are indebted to the Ministries of Education, Work and Vocational Training and Social Affairs for their ongoing support

We could not maintain our programs without the generous support of our funders – we are thankful for their confidence in EPC – we look forward to many more years of partnership and working together

Special thanks are also due to The Disability Action Council (DAC), Cambodian Disabled Persons Organisation (CDPO), Komar Pikar Foundation (KPF) and Veterans International

You may wish to edit/change this list

The following companies and businesses have worked with us to provide employment opportunities for persons with disabilities

Please add





House No 2A, Street. 89BT
Sangkat Steung Mean Chey
Khan Mean Che, Phnom Penh
Cambodia

P.O.Box 1309 Phnom Penh, Cambodia
Tel: (+855) 12 324 548 | (+855) 87 576 904
Email: info@essentialpersonnelcambodia.org



essentialpersonnelcambodia.org



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