



**អង្គការលើកស្ទួយប្រជាពលរដ្ឋ**  
**People Improvement Organization**

**➤ របាយការណ៍**  
**សកម្មភាព ឆ្នាំ២០១៧**

**2017 Annual Report**



At PIO we

- Help children find their dreams
- Give children hope through education
- Give children love they can depend upon
- Help children be happy and successful.
- Build the capacity of the local staff in order to nurture and develop future leaders in the community.

**About PIO**

The People Improvement Organization (PIO) was established in 2002 by Mrs. Phymean Noun and was officially registered by the Ministry of the Interior the same year.

PIO is a nonpolitical, non-religious, non-government organization. We provide education, vocational training and support to the poorest communities in Cambodia, with a focus on girls, orphans and street children. For many of those families PIO is their only hope of obtaining a good education for their children.

PIO has outreach centers at the former city dumpsite, in the slum areas of Phnom Penh and on the outskirts of the city where the people from the slums are being relocated as the city is redeveloped.

Through education and training, we aim to equip the children and young people to access regular jobs and to become self-supporting, thereby improving their quality of life for them and their families.

**Our target group**

We support the poorest families and especially those who in spite of their harsh circumstances want their children to have access to education.

If they can study and learn, those children will be able to access work opportunities and be empowered to support themselves and their families in the future, thus breaking the cycle of poverty.

We specifically target:

- ◆ Children who want to attend to school
- ◆ Children from poor families who can't afford school
- ◆ Children from large families
- ◆ Children who are orphans
- ◆ Children living on the street
- ◆ Children whose families are affected by AIDS/HIV
- ◆ Children who cannot go to a school near their homes



**Message from**  
**Phymean Noun**  
 PIO Founder / Executive Director

**CNN Hero**  
**World's Children's Prize Laureate**



2017 has been the start of a new era for PIO. The opening of the new building at Stung Meanchey provides further opportunities for us and the chance to provide quality education for our children in a wonderful new school.

However with the new development there are significant changes. No longer are we an organization rescuing children from the garbage dump and providing the basics of education, we are now an established school providing an education for children from Kindergarten through to Grade 9.

The development of the organization creates challenges. Although the demand for places at the school is strong, finding the money provide for our students and programs is increasingly difficult. In particular funding from our principal donor has declined, as they themselves find it more difficult to attract donors who can support their projects. From the beginning it was always difficult to raise the funds needed to ensure the smooth operation of the schools. No matter how great the obstacle I could always, with the help of our supporters meet those financial needs.

I am determined to meet and overcome the current challenges and to ensure that our students continue to get the best education at no cost. To do that I need your help. If you can support us please contact me. PIO has a proud history of helping children living in poverty gain an education and the hope of a brighter future. My goal is to ensure that PIO remains financially viable and sustainable. That it will continue to be relevant and have a positive impact in the communities that it serves. I will continue to do that for as long as there are children needing the support that PIO has provided for the past 16 years. Please help me help the children and families that continue to need our support.

All the best to everybody,  
**Phymean Noun**

## Our Governing Body

### EXECUTIVE COMMITTEE

Executive Director – Ms Phymean Noun  
 Deputy Director – Ms Malyda Mean  
 Project Supervisor – Mr John Thompson  
 School Administrator – Mr Kimliang Mich  
 Social Worker- Ms Thavy Chea

### BOARD OF DIRECTORS

Mr Steve Christov (Canada)  
 Mr Frank Carney (Australia)  
 Dr Benny Widyono (USA)  
 Mr Richard Teo (Malaysia)  
 Ms Qiaoling Di-Heil (Germany)  
 Ms Evelina Fredrikssen (Sweden)

### Mr Steve Christov (Canada)

Steve Christov has been actively involved with PIO since early 2003. Currently he is working to develop a fundraising arm of PIO in Canada and the US and continues to advise on the sustainable growth of PIO. He holds a Bachelor of Anthropology from Carleton University in Ottawa, Canada.

### Mr Frank Carney (Australia)

Frank Carney has run a successful retail women's clothing outlet for the last 30 years in Melbourne, Australia. He always held a deep interest and love for Cambodia and was able to first visit the country in 1994. Over time Frank has become a generous regular supporter of PIO and regularly offers his business experience and wisdom to the operations of PIO.

### Dr. Benny Widyono (United States and Indonesia)

Dr. Widyono holds a PhD in Economics and is currently professor of economics at the University of Connecticut. Benny Widyono has known Phymean since 1992 when they worked together in the United Nations Peacekeeping operation, UNTAC in Siemreap in 1992-93. Since the establishment of PIO in 2002, Benny Widyono has actively supported Phymean in her work.

### Ms. Qiaoling Di Heil (China and Germany)

Qiaoling was born in Shanghai and specializes in Industry Management. She has studied in China and Germany and became German citizen in 1996. She has worked for German Industry in different branches for about 20 years. Today she lives in Shanghai and works as Head Managing Director for a German automation group in China.

### Mr Richard Teo (Malaysia)

Richard is a businessman who has been working with Phymean for 10 years. He has manufacturing facilities in China and Malaysia that specialize in custom electrical products.

### Ms Evelina Fredrikssen

Evelina joined the Board in 2017. She has been involved with PIO since 2013 when she wrote about her for the World's Children's prize.



## Our Schools





### STUNG MEANCHEY SCHOOL

PIO now has two schools. The main school is at Stung Meanchey where students from Kindergarten to Grade 9 are taught. Classes are spread between the old and new building with Grades 1 and 2 (6 classes in total) using the old building, all other classes are in the new building. The other school is at Borey Keila and at that school there are 4 English classes.

At Borey Keila English is taught in both morning and afternoon sessions. At Stung Meanchey Kindergarten and Primary classes study the national curriculum in the morning and English in the afternoon. High school classes run all day and follow the national secondary school curriculum.

The schools are all fully staffed in addition PIO a number of non-teaching staff. The non-teaching staff includes administrators, a doctor, cleaners, drivers and cooks. There are 60 people employed by PIO, with the exception of the Program Manager all staff are Khmer.

The school at Borey Santepheap 2 closed at the end of 2017 and students from that area are now transported each day to the school at Stung Meanchey.

### BOREY KEILA OUTREACH SCHOOL

The Borey Keila School has operated since 2005, providing English classes to children living in that very poor community. Each year approximately 350 students attended classes free of charge. In 2017 a foreign Christian school started in the community and attracted one third of the PIO students. Determined to keep going for the 200 students who wanted to remain with PIO we restructured the classes to provide a more streamlined program for Kindergarten to Level 3. The roll has now stabilised and the number of students is steady at 200. Based on past experience, the foreign school is unlikely to remain and students who transferred there will return to PIO.



### BOREY SANTEPHEAP 2 OUTREACH SCHOOL

PIO has operated a school at Borey Santepheap 2 since 2007. It has provided English classes and national curriculum classes for students. In 2017, difficulties in staffing the school made it necessary transport students to the main school at Stung Meanchey.

In spite of the time required to commute each day, many of the students from Borey Santepheap now travel in the PIO bus or truck to Stung Meanchey each day to attend classes. The children enjoy all the benefits of a completely free education from Kindergarten to Grade 9.

## PIO SHELTER

The Shelter provides food, shelter and support for 50 children and youth, **validate from Malyda list**. The younger children attend Stung Meanchey School during the day. The older students attend High School or University. Staff provide recreational activities, social support, food and clothing for all the children. The Shelter operates under the approval of the Ministry of Social Welfare

In 2017 we had to relocate the children to dormitories in the old building at Stung Meanchey. That is an interim measure while fundraising to purchase land for a new Shelter continues. When that fundraising is complete Maybank have pledged to build a new Shelter for PIO.

It is hoped that the land purchase will be completed in early 2018, allowing building to commence by March 2018.

The Shelter has been is a small but important part of PIO since 2009, and continues to remain so. The children living there come from situations where the family structure has broken down, where parents can no longer adequately support their children. PIO provides a safe haven for those children and provides them with the opportunity to continue their education for as long as they want to. A number have completed high school and are now at university.



# 2017 HIGHLIGHTS





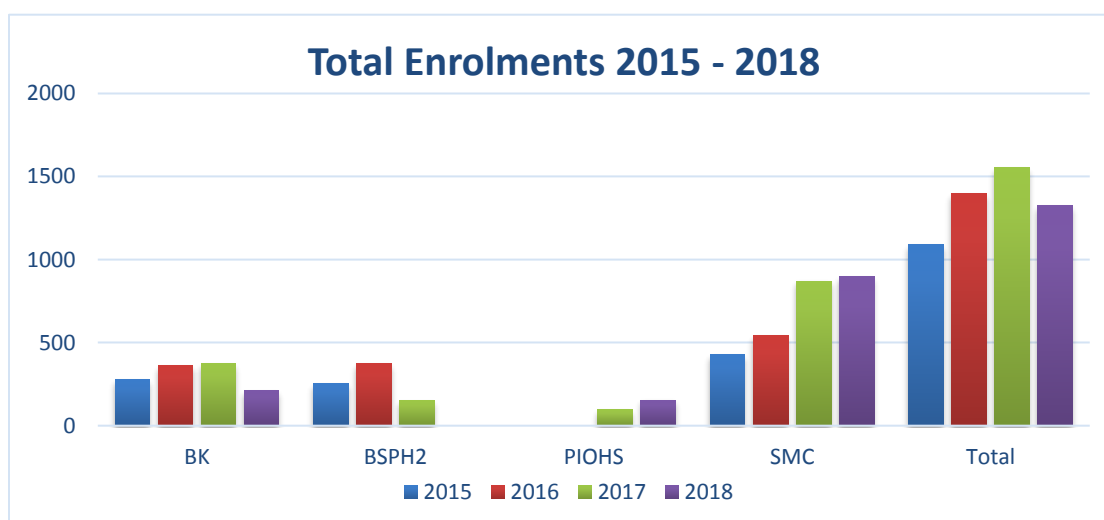
## 2017 Highlights

- JWI Volunteers Juliette Boude and Antoine Saad working at PIO in January and February. In May JWI volunteer **Hien Le** who spent three months working with a Grade 3 English and helping with the Kindergarten Maths program.
- Adding a **new Kindergarten class at Stung Meanchey**, has lowered the student /teacher ratios for Kindergarten and improved classroom management. A revised Kindergarten curriculum will be in place for the new school year and should further improve the PIO Kindergarten program.
- **Financial literacy classes** for Grade 3 - Grade 6 at Stung Meanchey. The classes are run by the Credit Union Foundation of Australia, using Cambodian staff. The students learned about the importance of saving money and budgeting. The cost of the classes (\$7000) is covered by a donation from a group from Australia who visited the school in 2015.
- **Play Around the World** group returns to PIO for three months. All Kindergarten and primary classes at Stung Meanchey have weekly sessions of sport and play with this group from the University of Alberta. The program, as always is proving very popular with PIO students.
- Signing an MOU with **Welwärts** a volunteer organization funded by the German government. It sends volunteers for one year placements in Asia. In September volunteer Tom Rost from Germany has joined PIO to work with the Kindergarten classes for the next 10 months. He will be helping with the English, Maths and Sports programs.
- The ongoing **professional development** for staff each Saturday morning led by Teacher Udom.
- Two senior students attended the **Girls' Peace Camp in Nepal**. This is the second year that PIO students have attended this week long camp for young women from all over the world.
- Participation in the **Love Carnival**, Maybanks corporate social responsibility day for which PIO was the beneficiary. The PIO students performed songs, dance and comedy skits as they entertained the visitors to the event held at the Maybank headquarters in Phnom Penh. Maybank and its partners made a donation of cash and school supplies to PIO.
- As part of the English program all Grade 6, 7 and 8 students participate in the **Senior Speech Contest**. For which they have to prepare a speech (in English) that they presented to their class. The best boy and girl speakers were chosen to speak at the ceremony when the Maybank CEO and Malaysian Ambassador visited the school.
- Visit from the **Malaysian Ambassador**. As a follow-up to the Love Carnival, Maybank brought the ambassador to visit PIO on the National Day of Malaysia. There were performances and speeches from PIO students and a tour of the school. PIO was greatly honored to host our respected guest.
- International volunteers from **AIESEC** ran several workshops for students on environmental issues. They also organised art and music classes for the students. The visit was arranged by the local branch of **AIESEC** an organization that has partnered with PIO over the past 5 years.
- Once again all Grade 6 students have passed the examination for admission to high school. In addition all Grade 7 and Grade 8 students have moved to the next level of study
- Launching of the **new PIO website**. Designed by PIO School Administrator Mich Kimliang, the website can be viewed in either English or Khmer and provides a wider range of information than was available on the previous website.
- **Photography volunteer Rick Albertson** is spending a number of weeks recording the work and activities of the school. His high quality photos will be used for the PIO website and other promotional material.
- Volunteers from the **University of Puthisastra dental clinic**. The school has benefitted greatly from the treatment provided by senior dental students and dentists from the clinic. The visits are part of the Healthy Kids Cambodia project.
- Visits from several school and university groups from Canada, Singapore, Hong Kong and Australia.

## REGISTRATIONS AND ENROLMENTS

By the end of 2017 there were 1277, students supported by PIO

All students (Nursery-University) at 31 December 2017		
School	Classes	Number
Stung Mean Chey	Nursery to Grade 6	874
Borey Keila	Kindergarten to Grade 6	210
PIO High School	Grade 7 – Grade 9	150
Public High School	Grade 10 - Grade 12	35
University	Year 1 – Year 4	8
<b>Total students</b>		<b>1,277</b>



## PRIMARY SCHOOL RESULTS

PIO is required to report regularly to the Ministry of Education, Youth and Sport on student attendance and achievement. Students sit monthly tests in all subjects as well as exams at the end of each semester. Grade 6 and Grade 9 students also sit a public examination at the end of the school year, they must pass that examination in order to proceed to the next level of schooling.

Education statistics for the 2016 / 2017 school year

- The overall pass rate for English classes is 74% at Stung Meanchey and 95% at Borey Keila.
- The pass rate for national curriculum subjects is 82%.
- The promotion rate, the percentage of students who move to the next level of study at the Stung Meanchey primary school is 95%.

The pass rate is the number percentage of students achieving 50% or better in the monthly tests.

- All Grade 6 students passed the entrance examination for high school.

## PIO HIGH SCHOOL RESULTS

A number of factors have come together to make the first year of the PIO High School very successful. Those factors include

- Financial support from Maybank
- Maybank workshops teaching study skills and goal setting.
- Dedicated teachers who provide good teaching and an interesting range of activities for the students.
- Enthusiastic and committed students.
- Bringing in experienced specialist teachers to teach some subjects.

The achievement of the students has been impressive with a pass rate of **97%** with an average score in the end of semester exams of **74%**. The program has also been effective in keeping G7 and G8 students at high school. **93%** of Grade 8 students from the previous school year have moved onto Grade 9 this year and **84%** of Grade 7 students have enrolled in Grade 8.

Education at this level is particularly important as admission to higher education is dependent upon students having passed the Grade 9 public examination. PIO students are now well placed to achieve that goal.

## ENROLMENT TRENDS

### Retention of students

2017 was the first year in which there has been a drop in the school roll. In 2017 over 1500 were enrolled but at the end of the school year just under 1200 remained. Nearly half of that decrease arose from the loss of 150 students from the Borey Keila School. The students moved to a school run by a religious group that provided incentives for the students to switch schools.

Another factor in the decline was the closure of the Borey Santepheap 2 School, most, but not all of the students elected to travel to Stung Meanchey in the PIO bus but some did not.

In 2018 there are 228 new students at Stung Meanchey. There were 208 who were enrolled in 2017 and did not return for the 2018 school year. A number of those left during the year, mainly from the boys Kindergarten class and the new entrant class.

Changes at BSPH2 and BK resulted in the loss of 112 students from BSPHs and 144 from BK (97 before restructuring and 47 afterwards). There were 46 new enrolments at BK for 2018.

Some of the older children may have dropped out so that they could earn money for their families. The younger ones are likely to have moved with their family, either back to their province or if their parents have migrated, moved to live with relatives. It is likely that the younger children will be continuing their education, either at a public school or at another NGO but there is insufficient data to verify that assumption. (It is very difficult to track children who have moved away from the city.) On average the Stung Meanchey school will lose 10% of its primary and secondary students from one school year to the next. In 2015 there were 360 students enrolled in Grades 1 - 6 at the Stung Meanchey school. In 2018, 236 of those children remain enrolled at PIO.

When students brought into PIO do not remain and thus fail to get the full benefit of what PIO has to offer it is an inefficient use of resources. However it is not an issue to resolve. The families that send their children to PIO, and other NGOs are very likely to be transient moving from place to place to find work. Our hope is that the quality of education provided by PIO will be sufficient incentive for parents to keep their children at the school for as many years as possible.



UNIFORMS AND SCHOOL SUPPLIES

Children have all received uniforms, school books and all necessary equipment for their learning. The provision of these essential items is achieved through a number of donors, principally our major donor Just World International (JWI) but also a number of schools, individuals and businesses who have all contributed to ensure that the students of PIO are well-dressed and have everything they need in class.

PIO is very grateful to these donors for their help in keeping our students healthy and fit to learn.

SOCIAL WORKER

PIO staff works with disadvantaged families and at-risk children. Experience has shown that effective education requires engagement with families and local communities. This year the role of the social worker has changed to include more work with new families enrolling their children at PIO and less time spent visiting the community. That change is also in response to the fact visiting families was becoming less effective as in many cases the families had already moved by the time the school became aware of the problem. It also reflects the fact that non-attendance is far less of an issue than it had been in previous years.

NUTRITION REPORT

All children at Borey Keila and Stung Meanchey continue to receive a daily nutritious lunch comprising rice, vegetables and meat or fish.

Students at Borey Keila and Stung Meanchey continue to receive a daily nutritious lunch comprising rice, vegetables and meat or fish. In addition there is now a nutrition program for classes at Borey Santepheap.

Under the nutrition program food is available to all PIO students and staff, All of whom have lunch provided by the school. In addition the students living at the Shelter receive three meals a day all year round.

In addition rice is provided to families in special need and to those whose children are PIO graduates supported by PIO in their studies.

MEDICAL PROGRAM

The provision of medical care is crucial in ensuring that children have ready access to professional care. Where more specialized help is needed PIO continues to pay for medical or dental treatment as needed. PIO has been fortunate to have the services of Dr. Vuthy, a recent medical school graduate specializing in pediatrics. Through his work at the three schools the quality of medical care has improved and he attends to over 300 patients (including some staff) each month.

Dr. Vuthy also provides valuable assistance in liaising with the various health professional groups that come to the school to treat the students. When a child presents with a serious illness Dr. Vuthy arranges treatment for them at a local clinic or hospital.

The medical program is supplemented by the work of Healthy Kids Cambodia. An initiative organized by the One2One Charitable Trust. Through that program we have nursing and dental students visit PIO every six months to assess and treat the children. We also have regular visits from the student s and staff of the Puthisastra University Dental School.



**VOCATIONAL TRAINING**

PIO has a 5 year MOU with the Ministry of Labor allowing the school to provide vocational training in a number of fields. The most popular are dressmaking and IT. The programs are currently on hold due to lack of funding. It is hoped that in 2018 funding will be secured for these training programs.

**SPONSORSHIP**

There are currently 44 sponsors supporting 58 children. Most of the sponsored students live at the PIO Shelter. Maybank have increased their sponsorship and are now supporting 30 High School students. In addition some other students are supported in their secondary studies by individual sponsors. If you have questions about sponsoring a child at PIO please email PIO's Public Relations and Sponsorship Officer at [sponsorship@peopleimprovement.org](mailto:sponsorship@peopleimprovement.org)

**THANK YOU TO ALL OF OUR SPONSORS IN 2017**

- |                     |                      |                       |
|---------------------|----------------------|-----------------------|
| Ali Hindell (CIS)   | AMUR                 | Andrew Forsyth        |
| Anthony McClean     | Begg Kelso           | Benjamin Grundy (CIS) |
| Bourgeois family    | Celia Langouste      | Cheryl McCartney      |
| Chia Vera           | Daniel Higgins       | Dianne Westall        |
| Dom Decressain      | Evelina Fredricksson | Frank Carney          |
| Greg & Cherie Baker | Herve Louchet        | Hok Winson            |
| Jacque McGreath     | Flynn McGreath       | Jennifer Lavin        |
| Jeremy Decressain   | Justin Regan         | Katherine Lee         |
| Kendra Jones (CIS)  | Keriann O'Rourke     | Kylie Norris          |
| Lauren Dannay       | Lisa Miller          | Lizzie Hunt           |
| Maybank             | Melanie Grills       | Michael Keller        |

Michelle Dabbs	Monica Lamb	Natalie Ng
Noi Liang	Patricia Shield	PS William
Rachel Deschenes	Raymond Heath	Robert Bell
Steve and Robin Cohn	Tara Delgado	Tomoyuki Hiragushi

**VOLUNTEERS**

PIO continues to benefit from the work and support of volunteers. In 2016 there were 120 volunteers from 14 different countries.

The number of teaching volunteers is similar to that of 2016 but only 30% of the that from earlier years. The number of health volunteers (nurses and dentists has increased.) The drop in teaching volunteers is of minor significance as the need for volunteers has reduced as local staff become more competent in teaching English. Thank you to JWI, Cambodia Volunteer Foundation, Star Kampuchea, Antipodean’s Abroad, the University of Puthisastra and Pannasastra University for sending volunteers to PIO. The children of PIO benefit greatly from the help they receive from volunteers.

We have high standards for volunteers because the children of PIO deserve the best! All volunteers must have experience in working with children. Before coming to PIO volunteers must a current CV and a police record check showing no criminal convictions. Volunteers for both teaching and health services are invited to apply to offer their services as a volunteer at PIO. The length of service is negotiable but for teaching it is best if volunteers stay for one to three months.

The children of PIO benefit greatly from the help they receive from volunteers. For more information about volunteering, contact John Thompson [john@peopleimprovement.org](mailto:john@peopleimprovement.org)

**DONORS**

Thank you to the many individuals and organizations who have contributed their time and money to supporting the children at PIO. Your efforts will ensure that the children face a better future through education

Our major donor continues to be **Just World International (JWI)**. JWI has supported PIO for the past 12 years and provides the majority of the funding for the Stung Meanchey School and all of the funding for Borey Keila. JWI support specifically includes funding for education, nutrition, health, social work, cultural development and leadership.

**Other donors are**

- PIO thanks the following organizations for their donations of money, goods and services.
- Just World International
- Maybank
- Jasmine Social Investment
- Eurotech
- Horseware
- Cambodian Red Cross
- Check with Phymean for other donors.



**Canadian International School (Singapore)** - Teachers from the school have been supporting PIO for the past 10 years. This year 18 teachers donated used uniform and used school supplies

**St Peter’s Lutheran College**

Donation of school supplies and used computers.

**Horseware** – Horseware have supported PIO for a number of years. This year they donated a set of solar panels for the new building at Stung Meanchey.

**Maybank** - In July at PIO, there are 65 people join from Maybank and media. Maybank expands sponsorship of our high school students to 30.

**Antipodeans Abroad** – For the past three years this organisation has been sending teaching and health care volunteers to PIO. Each time they donate medical and school supplies.

**FUTURE DIRECTIONS**

Education in Cambodia is changing and PIO must adapt to those changes. The communities served by PIO are still poor, but the poverty is not as extreme as it was in the past. The education that PIO provides has evolved into something that is sought not only by the very poor but by other more affluent families. However PIO remains committed to helping the very poor.

To continue to do what t has done so well in the past PIO needs to widen its fundraising base. Funding from JWI has decreased and it is increasingly difficult to raise funds from the small group of loyal supporters who have helped PIO over the past 15 years. Over the next year PIO will actively seek help from larger foundations and corporate donors.

