

Impact Report 2023

AMPLIFYING *next generation* CHANGEMAKERS



មតិកា

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Meet the Host

This year, we have a special guest as our host for the Impact Report 2023. "Kon Chet" is the embodiment of openness. Opening your heart to be curious and accepting the diversities for a more inclusive world.

Kon Chet also appears as an Easter egg throughout the report. **Let's see how many you can find...**



ខ្ញុំ "កុងចិត្រ"
រំលាយដឹងបាត់ដូចអ្នក
ទាំងអស់គ្នា



Melanie Mossard,
Chief Executive Officer at Impact Hub Phnom Penh

● ONLINE



Hi, Kon Chet,
Thank you for hosting this year's Impact Report 2023. I have a few messages I want to share with our readers, aspiring or thriving changemakers. Can you help deliver them?

Sure. What do you want to tell our readers?



I wanted to... "have a positive impact in my community," "find meaning," "be passionate about what I do on a daily basis," "work with people who have the same values as me," "be really useful in my work," "support Cambodia to be a great country in which I am proud," "spotlight stories worth sharing." These are the aspirations shared by more and more people in Cambodia - young and older - from the provinces and the cities.

At Impact Hub Phnom Penh, we are meeting them every day – they are content creators, entrepreneurs, educators, youth, or local community leaders. We are proud to support, nurture, and amplify the voices of these pioneers working to make Cambodia a more sustainable and inclusive country.

The journey can be long and sometimes challenging. However, we want to create a community of like-minded individuals who will find the support (financial, emotional, and skills) that they need to pursue their goals and thrive!

Love this Melanie! I will surely let our readers know!



Impact Hub Phnom Penh

Impact Hub Phnom Penh is a home of impact entrepreneurs and a learning hub for changemakers across the country!

We are a part of a global network that spans across **66 countries** all over the world and in **111 locations/cities**.

VISION

**A more innovative,
sustainable, and
inclusive Cambodia**



Nurturing Impact Makers

Inspire, connect, and enable a new generation of impact makers.



Strengthening Ecosystem

Leverage insights and innovations to shift policies and the flow of resources for sustained social progress.

Our Focus Areas

Over the years, these thematics have emerged as priorities for us to build a more inclusive and sustainable Cambodia.

We are open to exploring partnerships on any of the listed focus areas. If your project or programs align with us, let's talk.



Partner with us [HERE](#)

បំប៉នអ្នកបង្កើតទិពលវិជ្ជមាន
Nurturing Impact Makers

Inspire, connect, and enable
a new generation of impact makers

2023 Summary

As part of our mission to build an innovative and sustainable Cambodia, we sparked entrepreneurial mindsets in our program designs and events.



Programs

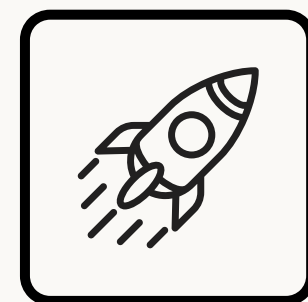
15 support programs
11 events
3 pieces of research

By Thematics Focus



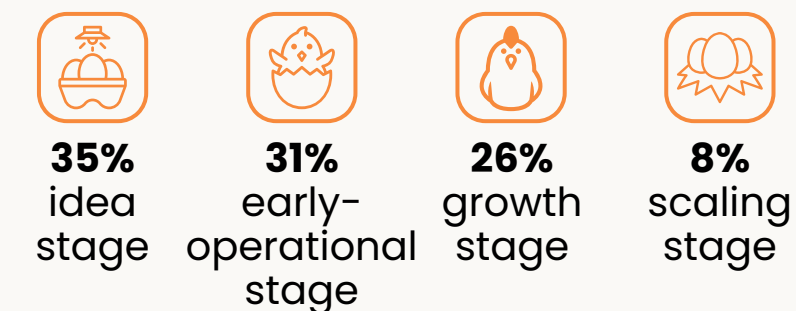
Participants

1,939 participants joined our programs and events
57% female and non-binary
10 provinces reached



Startups/SMEs

68 startups/SMEs supported
340 mentoring hours



Funds Mobilized to Impact Makers

USD 323,375 was mobilized to startups, SMEs, and project holders. *These funds were grant funds mobilized from partners directly to entrepreneurs.*

This capital is meant to bridge the financial gap for entrepreneurs who need funding at the early stage of their operations, enabling them to start or strengthen their businesses.



បំផុសគំនិត Inspire

How did we inspire different audiences to pay attention to social or environmental issues affecting Cambodia and start taking action?



NextGen Enterprise

Through a series of workshops conducted at five Cambodian universities, we inspired the younger generation to identify problems that could be turned into opportunities, helped them discover their true passion and potential, and provided them with a fundamental understanding of entrepreneurship.



Timeline:

April - December 2023



Participants:

937 total participants from 5 workshops.



Net Promoter Score:

75 NPS from all 5 workshops combined

Inspiring next-generation entrepreneurs, one university at a time.

YOUTH EDUCATION

The fastest way to empower a new generation of changemakers and innovators is through schools. Through workshops at five universities, we connected students with successful entrepreneurs who shared their entrepreneurial journeys, inspiring them to think boldly and creatively and pursue their own entrepreneurial dreams with confidence.

We intentionally **showcased local role-model entrepreneurs**, especially women entrepreneurs, to create the first spark of curiosity and demystify the entrepreneurship journey for young talents.

Cambodia Academy of Digital Technology



26 July 2023

203 Participants

SPEAKER



Rithy Lomorpich
Founder & CEO of PlerngKob

Royal University of Agriculture



15 August 2023

191 Participants

SPEAKER



Soeng Sopha
Chief Operating Officer at Fuchs Gruppe

National Institute of Agriculture



29 August 2023

178 Participants

SPEAKER



Pen Bopha
Director at Rithipul Training Center

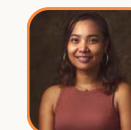
Royal University of Phnom Penh



1 November 2023

99 Participants

SPEAKER



Keo Kounila
Managing Director at Mekhala Radiant Communications

Institute of Technology Cambodia



15 November 2023

266 Participants

SPEAKER



Soeng Sopha
Chief Operating Officer at Fuchs Gruppe

កម្មវិធី សហគ្រិនជំនាន់ថ្មី

WATCH

Prosob Content Camp

Prosob Content Camp was a 4-month experiential program and network that supported young, aspiring Cambodian content creators in producing thought-provoking content on social and civic engagement topics to spark public discussions and raise awareness among younger generations.

Timeline:
August 2023 - August 2024

Participants:
17 total participants from 9 teams

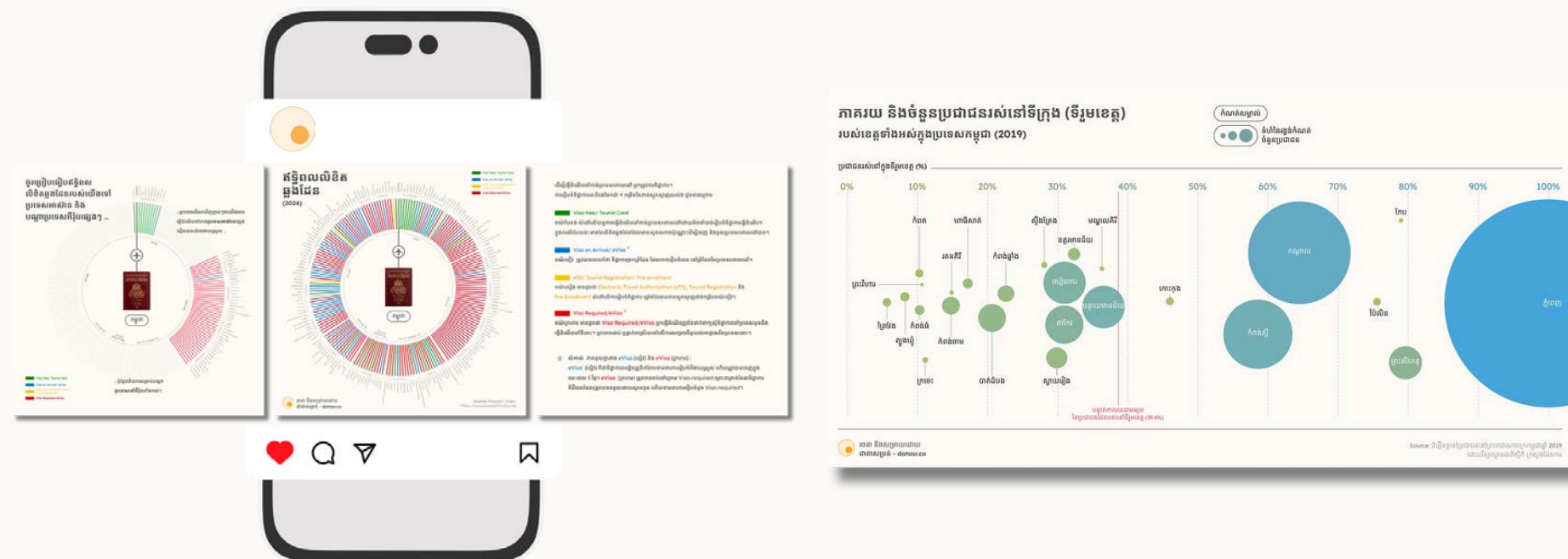
Financial Support Provided
\$5,900 was distributed among the content creators to support the creation of their work



Enabling thought-provoking content at scale

YOUTH MEDIA CONTENT CREATOR

Social media is the main source of information for the majority of Cambodia's population. Community content creators have significant influence, yet the professional field is underdeveloped, particularly the upskilling of content creators with a public interest mission. The media4impact programs enhance the professional skills, operational sustainability, and creativity of early-stage content creators in Cambodia, focusing on mainstreaming social and environmental topics.



"I love data visualization and its potential for simplifying complex information. I created datasr.co to showcase content from various sources and create my own that can help improve education, communication, and decision making."

Oung Ty Sana,
Content Creator on datasr.co

Youth for Gender Equality

Youth4GenderEquality was a two-month youth program to engage young changemakers in learnings and discussions about gender equality, ultimately building up their leadership and advocacy skills to catalyze changes.



Timeline:

November - December 2023



Participants:

11 total participants

Engaging youth in insightful discussion about gender equality

YOUTH

INCLUSION

DIVERSITY



Any transformative actions start with critical personal and collective reflections.

Throughout this program, youth delved into concepts and discussions about DEI and gender equality. Participants engaged in thought-provoking discussions and fun and meaningful activities that challenged them to think critically and creatively about how we could make a positive impact within the gender equality movement in our communities.



Four Masterclasses



Introduction DEI and the gender equality movement



Gender equality issue in rural and urban Cambodia



Advocacy and raising awareness



Leadership skills and women in leadership



Meeting Key Influencer



We invited **Catherine Harry**, well known as **"A Dose of Cath,"** a social media influencer, to share her experience about gender equality advocacy.



Reflective Paper

For graduating, participants worked on a **reflective paper** to articulate their insights, personal growth, and knowledge gained throughout the masterclass series.



Project GreenJob

Project Green Jobs hosted young ASEAN leaders in Battambang province, Cambodia, for 11 days to explore careers in environmental sustainability. Through workshops, field visits, and hands-on experiences, participants engaged with local communities and changemakers.

Timeline:
October- December 2023

Participants:
15 participants from the ASEAN

Net Promoter Score:
100 NPS



Empowering ASEAN youth to take part in green jobs for sustainability

YOUTH ENVIRONMENT EMPLOYMENT

We spend about 80,000 hours of our lives working. New jobs are emerging, and "old" jobs are transitioning into the green industry and services. They were not just employment opportunities, but they represented a paradigm shift towards a more sustainable economy. Project Green Jobs brought young leaders of ASEAN to Cambodia to explore careers that contribute to environmental sustainability. We inspired participants to continue leading change in their communities with critical thinking and global awareness. The program provided an enjoyable and memorable opportunity, creating lifelong friendships among these remarkable young leaders.

IMPACTS ON PARTICIPANTS

101 Youth Supported

Youths supported through the actions of the project holders

44 Green Jobs Exposure

professionals exposed to green jobs options

38 Students Empowered

Students were empowered through the project

PROJECTS CREATED AFTER THE PROGRAM:

Green Transformer: Reducing plastic waste.



Greenovators: Green job creation.



Upcycle Fashion: Upcycling used clothes.



Waste 2 Paper: Recycling old papers.



Climate Action Week

Climate Action Week in Cambodia is an annual event dedicated to empowering Cambodian youth in climate action and sustainability. Having engaged hundreds of participants over the years, the initiative activates a vibrant and diverse network of young environmental advocates in Cambodia.



Timeline:

October 2023



Participants:

15 total participants

Equipping youth to engage with policymakers about climate change

YOUTH ENVIRONMENT DIALOGUE

In 2023, under the LCOY format, Climate Action Week equipped youth with knowledge and skills for innovative climate change initiatives and engagement with policymakers at both local and global levels. Emphasizing youth's voices in climate policies, LCOY2023 culminated in the development of the "Youth Statement on Green Cambodia We Want," which two Cambodian youth delegates presented at COP28 and COY18 in Dubai as part of the Global Youth Statement through Young and UNFCCC process.



Climate Action Week

Taking place annually since 2021, Climate Action Week is dedicated to **empowering Cambodian youth** with knowledge and tangible skills to become key players, not just spectators, in the fight against climate change.



4-days Training Sessions

Training sessions for 15 participants focusing on climate action education, clean energy transition, green job transition, sustainable lifestyle, waste management, climate policy, and regenerative agriculture.



Local Conference of Youth

Around 50 participants convened to discuss climate change solutions and present A manifesto called "Youth Statement on Green Cambodia We Want," that was presented to the Ministry of Environment ahead of the COP28.



ផ្សារភ្ជាប់ទំនាក់ទំនង Connect

How did we foster meaningful connections for our impact makers?

BerkChet Festival

“បើកចិត្ត-Berk Chet” (meaning ‘open heart’) Festival in Phnom Penh & Battambang opened for all to celebrate and learn about diversity and inclusivity through the lens of five right-holders groups: people with disabilities, LGBTQ+ community, ethnic minorities, youth & elderly, and women experiencing domestic violence.



Timeline:

27 August & 3 September 2023



Participants:

545 attendees in total



NOTHING
ABOUT US
WITHOUT US!

READ

Engaging the public for a more inclusive Cambodia

DEI WORKSHOP EXHIBITION

“Diversity is being invited to the party; inclusion is being asked to dance.” – Vernā Myers.

Inspired by this spirit, we organized two creative festivals to spotlight the impactful works in the NOW-Us! mission through interactive workshops such as learning sign language, creating art related to mental health, booths, art displays featuring inspiring changemakers, and performances from inclusion and anti-discrimination advocates Kesorrr and Vis.



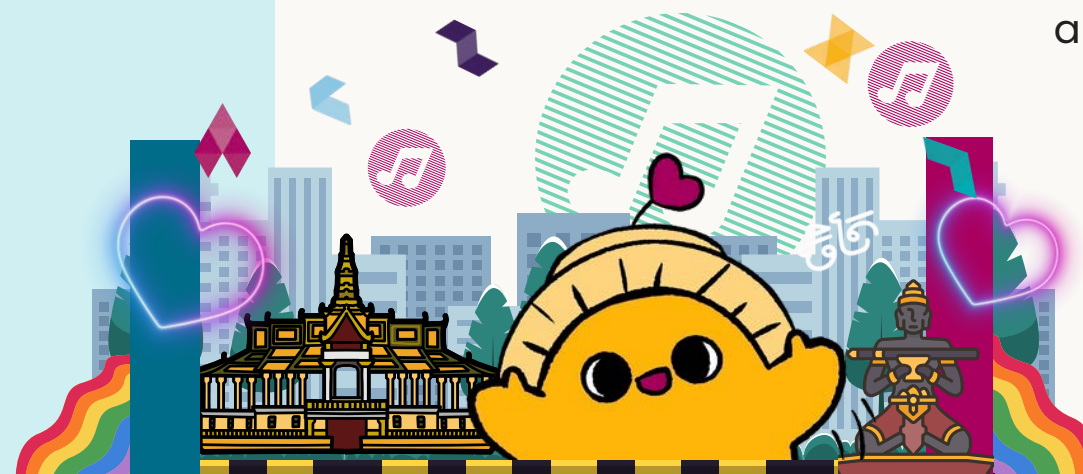
BATTAMBANG: We started the festival with workshops on expressing feelings through the arts and on Khmer sign language, followed by an informative session on SOGIE-SC by our alumni from the NOW-Us! program. Several booths showcased the work of different organizations in supporting and promoting inclusion and diversity. As the night fell, we enjoyed a concert with musical and dance performances, and we ALL danced!



PHNOM PENH: We brought the workshops and interactive booths back to Phnom Penh, with more! The night ended with a big concert by **Kesorrr**, the artist behind the NOW-Us! flagship music video, “Me, You & Us,” and a fashion show from recycled materials by our alumni, **La Chhouk Recycled & Creative Fashion**.



*What made our festivals unique was the inclusion of **sign language interpretation** throughout the performances in both Battambang and Phnom Penh.*



Springboard Amplifier

We partnered with Youth Co:Lab, to host the Springboard Amplifier Programme, a knowledge exchange program that aims at strengthening the capacity of other incubators across Asia-Pacific sharing best practices and approaches to delivering quality programs that support young social entrepreneurs.



Timeline:
March - June 2023



Participants:
33 ESOs from 16 countries & territories from all across Asia-Pacific.

Strengthening the capacity of ESOs across Asia-Pacific

ESO

COMMUNITY

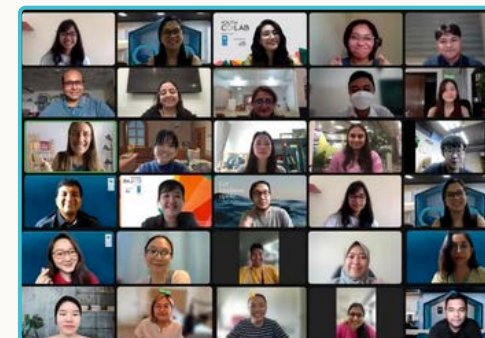
INNOVATION

Taking an 'Incubator-for-Incubators' approach, we convened 33 ESOs from across APAC to share best practices, lessons learned, frameworks, and templates they have gained with fellow incubators supporting local social entrepreneurs in their respective countries. This was an incredible opportunity for entrepreneur support organizations like us to foster the support ecosystem, scale our impact beyond the Cambodian border, and build connections with like-minded people.

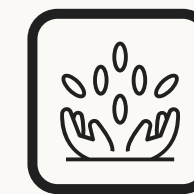


Peer-to-Peer Sharing

Through a Peer-to-Peer Sharing approach, ESOs shared and learned from one another practices and tools for better support delivery.

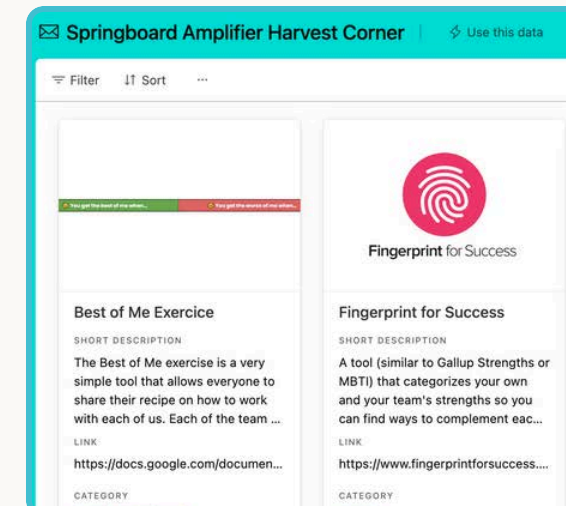


We Catalysed the learning journey and supported the codification of the learnings.



Harvest Corner

Harvest corner is the common platform for all the participants to collect, share, and use tools/resources shared during each session.



Expert Sharing

In many sessions, we invited topic experts to share case studies of successful practices.



The topics included team management, program design, fundraising, proposal writing, alumni engagement, and access to finance for entrepreneurs, among others.



បង្កើតសកម្មភាព Enable

How did we support our impact makers to make their dreams come true?



SmartSpark+ Incubation

Lasting 10 weeks, this incubation program supports early-stage impact-driven businesses to go from having a prototype to getting their first customer onboard and validating the market's needs. The program is a great launchpad for businesses with a prototype and looking to test their ideas.



Timeline:

May - December 2023



Participants:

34 participants from 10 startup teams



Net Promoter Score:

83 NPS



Financial Support Provided:

\$6,000 was mobilized in total as prototyping grants

SmartSpark+ INCUBATION PROGRAM

READ

Enabling 10 impact-driven startups to kickstart

STARTUP

INCUBATION

SOCIAL IMPACTS

RPS

Rean&Play Studio was founded by a group of computer science students who sought to combine their passion for gaming with educational content to create a Khmer language learning app.



LetterHunter

Available to download on App Store & Google Play



"The program has significantly improved our understanding of the startup sector and provided our team with valuable training and mentorship to enhance our team structure. We're still in touch with other startups from the program and have formed close relationships with them. The SmartSpark+ program is simply the best incubation program we've ever been a part of."

Ly Oudamneath, Co-founder of Bondoul

A start-up that connects companies with university students searching for internships.

B4P: Sustainable Building Incubator

Build4People Sustainable Building Incubator is a four-month program that incubates aspiring entrepreneurs looking for solutions to re-invent and innovate how we build, plan, and live together. Through the program, participants learned the fundamentals to turn ideas about sustainable and liveable buildings into reality.



Timeline:

Oct 2022 – February 2023



Participants:

15 total participants from 7 startup teams.



Financial Support Provided:

\$2,000 was mobilized to one selected team to prototype their idea.



READ

Re-imagining how we build, plan, and live together

STARTUP

SUSTAINABILITY

SMART CITY

The Build4People Sustainable Building Incubator provided tailored support to aspiring entrepreneurs forging innovative solutions for sustainable urban living. Over four months, participants transformed their concepts into actionable prototypes and built their design thinking skills, all while supported by expert mentors.

One incubated idea is from **AquaBuild**, which seeks to make tiles using water hyacinths as a sustainable material.



WATER HYACINTH



BOARDS



Boards made from compressed **water hyacinth**. The tiles could also be used to make **wall boards, ceiling boards, or louver boards**.



PARTNERS



KAF Incubator Program

Khmer Agriculture for the Future (KAF) Incubator aims to encourage agroecological practices and strengthen the ability of smallholder farmers in Battambang, Banteay Meanchey, Oddar Meanchey, and Preah Vihear to withstand climate shifts by enhancing the capacity of ventures in their value chain.

Timeline:
July 2023 - July 2024

Participants:
24 total participants from 12 teams

Net Promoter Score:
92 NPS

Financial Support Provided:
\$40,000 was mobilized for 8 teams to help them strengthen their operations



Advancing climate resilience in Cambodia's farming sector

STARTUP AGRICULTURE CLIMATE RESILIENT

Agriculture businesses and **agriculture cooperatives** are essential drivers of a thriving agricultural sector in Cambodia. We brought 12 teams of ventures and cooperatives together to learn business knowledge, such as **business modeling** and **pitching**, and the importance of regenerative agriculture and agroecological practices that withstand climate adversities. The program inspires participants to play a proactive role in advancing Cambodia's agricultural sector towards climate resilience.



BOOTCAMP

Twelve teams gathered for three days to learn about **entrepreneurship** and **climate-resilient agriculture** while exchanging their experiences in Battambang.



TAILORED MENTORING

Eight teams were selected to receive a **USD 5,000** seed fund and five months of tailored support in the next stage of the incubation phase.



FIELD TRIP

Participants learned **agroecological practices** from Master farmers in Battambang, and got inspired by regenerative agricultures players, such as SSLA and SmartAgro.



SAAMBAT Program

SAAMBAT Digital Agriculture Accelerator is a six-month equity-free program to accelerate ventures with technology solutions that will increase the efficiency and scale of the Cambodian agricultural sector, thus improving the livelihood of farmers and rural youths.



Timeline:

January 2024 – June 2025



Participants:

30 total participants from 10 teams.



Financial Support Provided:

\$200,000 was mobilized for the top 5 teams to help them strengthen and scale their key operations.



Supporting Cambodia's agriculture through technology

STARTUP AGRICULTURE DIGITAL & TECH

Ten digital and technology startups with tech-enabled solutions aiming to modernize and improve the efficiency of agricultural value chains joined the program to strengthen and scale their operations. By accelerating technology incorporation for agriculture, the program seeks to improve the lives of farmers and rural underemployed youth.



FarmHero

A marketplace connecting tractor owners with smallholder farmers in Cambodia.

“Uber for tractor”

<https://www.farmhero.tech/>

Booking



Aggregate small plots together in 1 bookings

Find tractors



Match with the closest tractor owner

Delivery



Accept the booking & provide the service



FlexFloc, one of the 10 teams, is an IoT-based **water quality monitoring** system for aquaculture farmers.

Set up



Attach device to pond/tank

FlexFloc



Detect water quality

Live Data



Display the data across devices

Lafiya Innovators

Lafiya Innovators 2023 is a six months program sought to bolster the health entrepreneurship ecosystem across four countries. We offered tailored support to inspiring startups tackling issues from access to menstruation products to innovative wastewater treatment, leaving a lasting imprint on Cambodia's health sector.



Timeline:

May - December 2023



Participants:

24 total participants from 8 startup teams.



Financial Support Provided

\$35,795 was mobilized for the top 5 teams to help them strengthen and scale their key operations.

Fostering innovations for better health and wellness

STARTUP

HEALTH & WELL-BEING

INNOVATIONS

SUDrain, which won first place in the Lafiya Innovators program, is a startup that offers efficient and eco-friendly wastewater treatment to ensure long-term water quality. This extends the water's life cycle and improves the community's livelihood.

The organic and environmentally friendly solution utilizes the byproduct of coconut fibers, which can remove over **90%** of pollutants without any electricity. The solution is both efficient and affordable, saving costs and installation time by **75%**.



The system comprises a **storage septic tank** and a water filter made from leftover **coconut fibers**.



EPPIC Program

Plastic pollution is a growing problem in Cambodia's coastal areas. We were proud to be an implementing partner in Cambodia for the Ending Plastic Pollution Innovation Challenge (EPPIC), a competition for innovations to tackle plastic pollution in Vietnam, Thailand, Indonesia, the Philippines, Lao DPR, and Cambodia.



Timeline:

April - December 2023



Participants:

937 total participants from 5 workshops.



Financial Support Provided

\$36,000 was mobilized for the top 2 teams to help them strengthen and scale their key operations.

Catalyzing innovations for a plastic-free future in Southeast Asia

STARTUP

SUSTAINABILITY

NO PLASTIC

TonTonTon uses a certified plastic credit system to incentivize behavioral changes to reduce plastic waste. The venture hires members in the local community to collect **hard-to-recycle plastics** such as **water bottles, caps, or plastic containers** and turns them into **plastic boards** for building materials.



They then work with donors and sponsors to use the plastic boards to build **schools** and **libraries** in the local community.



PROGRAM

media4impact Incubator

media4impact Incubator supported emerging content creators to create impactful content, engage a wide audience base, and establish content platforms to drive positive change and foster a sustainable media landscape in Cambodia. The program emphasized a collaborative culture and built a one-of-a-kind community of like-minded peers.

Timeline:
April - October 2023

Participants:
6 content creator teams

Net Promoter Score:
91 NPS

Financial Support Provided:
\$18,480 was distributed among 6 content creators/teams to support their work



Inspiring action: One impactful content at a time

MEDIA IMPACT CONTENT CREATOR

BOUJEE
comic & illustration
women empowerment

SOCIETY ISSUES

ART CULTURE

2024 Calendar

BOUJEE

Marie Lam and Tyl Kan are a duo of **writers** and **illustrators** passionate about exploring social and cultural topics through comic illustrations.

During this program, the duo created comics focused on **women's empowerment** using themes about body positivity and womanhood.

LINNA
vlog
positivity education

HEALTH WELL-BEING

EDUCATION & CAREER

ទូរាំងប្រទេស

Linna

Linna Meng is a **high-school-age** Cambodian content creator passionate about self-development for youth.

Linna makes motivational study and self-help videos and shares about people's successful **educational journeys**.

PROGRAM

media4impact Accelerator

The media4impact Accelerator program nurtured four social impact content creators to raising awareness on topics from mental health to sexual and reproductive health to turn their content creation passion into a career through entrepreneurship training, 1-1 mentoring, access to strategic partnerships, and financial support.

Timeline:
December 2022 - April 2023

Participants:
4 media and content creator teams

Net Promoter Score:
100 NPS

Financial Support Provided
\$19,200 was distributed among 4 content creators/teams to support their work



Professionalizing content creation and nurturing impact-driven creators

MEDIA IMPACT CONTENT CREATOR

436 likes, 14 comments, 2.7K shares	292 likes, 430 shares	304 likes, 39 comments, 1.4K shares	229 likes, 8 comments, 559 shares	229 likes, 7.6k shares, 157 comments
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Accelerator Program - Content Production

The program supported Luybook, a social media platform sharing about financial literacy and personal finance, through content planning, business strategy, and creative consultancy.



Alumni Collaboration Projects

ZeroW x Penkuro អត់យកថង់ទេ - The collaboration during the program led to a No-plastic Merch Campaign to promote non-plastic use.

Afterwards, ZeroW continues developing different merchandise products from sustainable sources with her newly launched ZeroW Station.



ពង្រឹងប្រព័ន្ធអេកូឡូស៊ី Ecosystem Strengthening

Leverage insights and innovations to shift policies and the flow of resources for sustained social progress.

PARTNERS



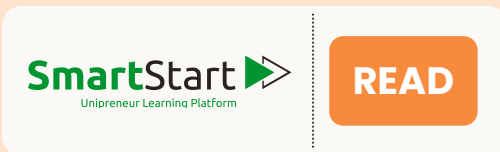
SmartStart ULP

SmartStart Unipreneur Learning Platform (SmartStart ULP) offers university students an accredited entrepreneurship course using a **project-based** and **blended-learning approach**, teaching students about an entrepreneurial mindset and how to kickstart their own project.

Timeline:
2019 - Present

Students
1,413 total students

University Partners
11 universities

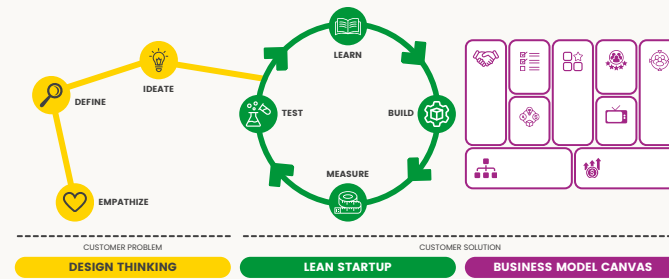


Enhancing university's entrepreneurship curriculum through practical learning

YOUTH DIGITAL EMPLOYMENT

Innovative Curriculum

Students learned about entrepreneurship through **Design Thinking, Lean Startup, and Business Model Canvas.**

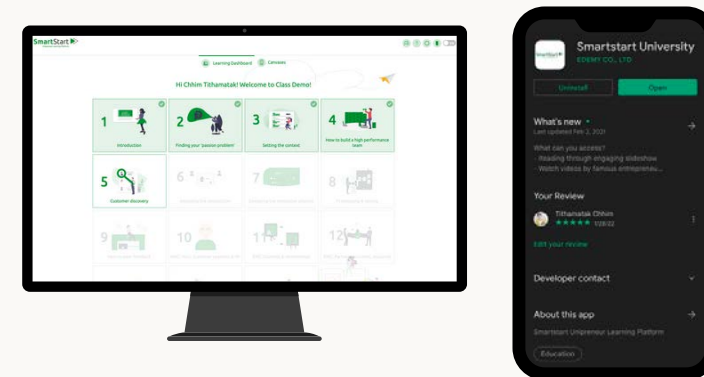


Complying with the university standard requirement, the course offers **15 sessions**, lasting 45 hours in total

Since the beginning of the program, **40 lecturers** went through the Training-Of-Trainers offered by our team to develop their facilitation skills.

Localization & Accessibility

Students were given access to a dedicated learning platform with resources for online self-learning before coming to class, showcasing **local entrepreneurs in Khmer language**



SmartStart University App for students without computers in the provinces.



National Hackathon

We brought together the best teams from each university to push their "in-class" projects to the next level.



The hackathon winner would receive a regional exposure trip in the ASEAN region to learn about the startup scene in other countries.

APAC Gathering

In 2023, we had the honor to host the annual Impact Hub Asia-Pacific Regional Gathering, convening Impact Hubs across Asia-Pacific to connect and collectively shape the vision and mission of Impact Hubs in the region. The gathering also created a space for peer support, collaboration, and knowledge exchange.



Timeline:
November 2023

IMPACT HUB ASIA PACIFIC



Convening 14 Impact Hubs across Asia-Pacific in Phnom Penh to shape regional vision

NETWORK IMPACT HUB ASIA PACIFIC

The gathering was a unique opportunity for Impact Hubs around Asia-Pacific to collectively strengthen our regional identity and share knowledge and best practices on local operations. We shared our commitment to building stronger, inclusive, and sustainable ecosystems locally and deepening connection and exchange regionally.



We welcomed our colleagues from **Impact Hub Asia-Pacific, Impact Hub Kathmandu, Impact Hub Taipei, Impact Hub Waikato, Impact Hub Jakarta, Impact Hub Dhaka, Impact Hub Shanghai, Impact Hub Hyderabad Candidate, Spark Project, Impact Hub Yangon**, and even from the **Impact Hub Global** team.

Prosob Exhibition

Prosob Exhibition creates a one-of-a-kind space for creative exchange, storytelling, and innovation in social and environmental impact content. The event features content with social, educational, and environmental impact, along with inspiring stories of content creators, through interactive displays, sharing, and performances.



Timeline:

April - December 2023



Participants:

400+ attendees at the exhibition



Exhibitors:

11 exhibitors from various background



Connecting creators at a crossroads of impactful stories

CONTENT IMPACTS EXHIBITION

The exhibition brought together impact-driven and creative minds, such as content creators, illustrators, artists, influencers, vloggers, and many more.

Featuring **creators' booths, workshops, panel discussions, speaker sessions, short films, and music performances**, the exhibit not only celebrated impactful creative works but also ignited passion in aspiring content creators.



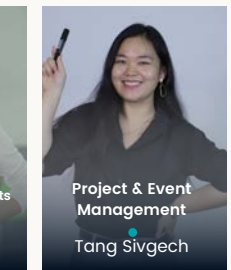
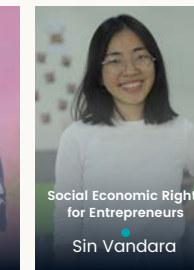
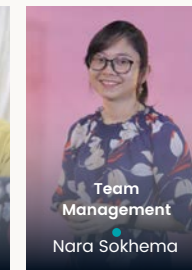
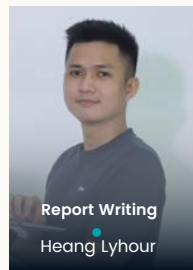
Online Learning Platform

Our online learning platform serves as a trusted community for Cambodian talents, creatives, educators, innovators, entrepreneurs, and learners nationwide. It fosters a culture of mutual learning while empowering learners to access knowledge anytime and anywhere.

 **3,500+**
Learners

 **5**
Courses

 **13**
Masterclasses



Phum Impact Battambang used the content from an online learning course, **“How to Build a Startup,”** to train youth in Battambang to create a business under the **Enterprise Battambang Starter** program. and trained **60 youths** last year.



Learn online [HERE](#)

Research Projects

As part of our ecosystem-strengthening effort, we contributed to and led various research projects about inclusive entrepreneurship support. Our studies are conducted translocally, contributing to the cross-learning of entrepreneurship support ecosystems around the globe.



Unlocking accessible support for Indigenous Entrepreneurs

In collaboration with the FSC-Indigenous Foundation and supported by USAID and the Forest Stewardship Council, this research study compiles tools and best practices to make entrepreneurship support programming more relevant and inclusive for Indigenous entrepreneurs.

Read the story [HERE](#)



Navigating gender and disability barriers in entrepreneurship support and financing

In collaboration with UNESCAP, this research delves into the experiences accessing business support and finance of women entrepreneurs with disabilities in the Asia-Pacific region, focusing on Bangladesh, Cambodia, and Nepal, and provides recommendations to advance the business support ecosystem toward gender and disability inclusion.

Coming out soon

ក្លឹបសហគ្រិនអ្នកផែនការ HUB Entrepreneur Club

Foster a community of alumni to
connect and exchange support

HEC Community

Our support extends beyond the conclusion of our programs. Hub Entrepreneur Club is an exclusive community specifically designed for alumni of the Impact Hub Phnom Penh programs, providing a community that addresses the unique challenges entrepreneurs face at every stage of their development

Startups in the alumni networks:



**814
Members**



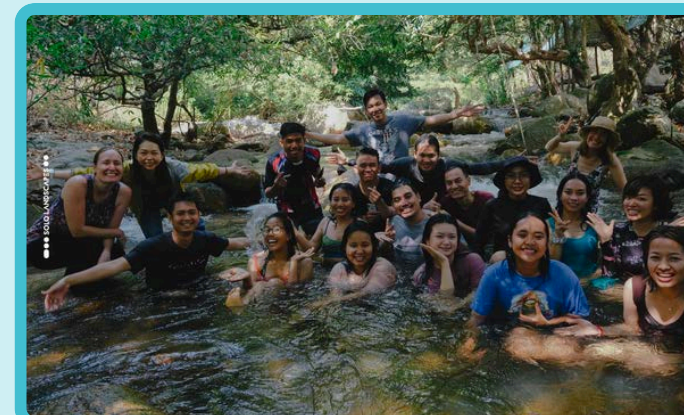
**5
Gathering**



CHET Gathering

Chet "ចិត្ត" is a supportive space where entrepreneurs come together to reconnect and support one another. This is a place to celebrate, share the struggles, and find peer-to-peer support.

Through this supportive community, many of our alumni find the emotional support they need to make hard decisions, share their concerns, and find solutions from peers.



Alumni Retreat

The Alumni retreat is an annual gathering of the Hub Entrepreneurs Club for all Impact Hub alumni.

- The retreat offers alumni
- a break from the rush of running a business;
 - deeper connection with like-minded awesome people;
 - FUN;
 - connection with nature to recharge the battery;
 - an opportunity for reflection and self-discovery.



"Ask Me Anything"

A special "Ask Me Anything" (AMA) event was hosted to provide an open Q&A space for alumni to ask questions and learn from a guest expert.

AMAs provide entrepreneurs and alumni an opportunity to hear about the experiences of a more established peer and seek direct insights, advice, and inspiration.

ទិដ្ឋភាពទូទៅរបស់សហគ្រិន Entrepreneurs Overview

We provided a platform and opportunities for entrepreneurs from all stages to start, strengthen and scale their projects.

Entrepreneurs Supported

Every year, new, inspiring, and impactful businesses are launched. At Impact Hub Phnom Penh, we provide these new startups, SMEs, and aspiring entrepreneurs with funding, guidance, and connections to turn their ideas into reality.

ENTREPRENEURS SUPPORT IN 2023



Number of businesses supported by stages:

- (24) Idea Stage:**
Starts Ideas to prototype (no revenue)

- (21) Early-operational Stage:**
Starts earning revenue

- (18) Growth Stage:**
Has stable and profitable operations

- (5) Scaling Stage:**
Expands into new markets.

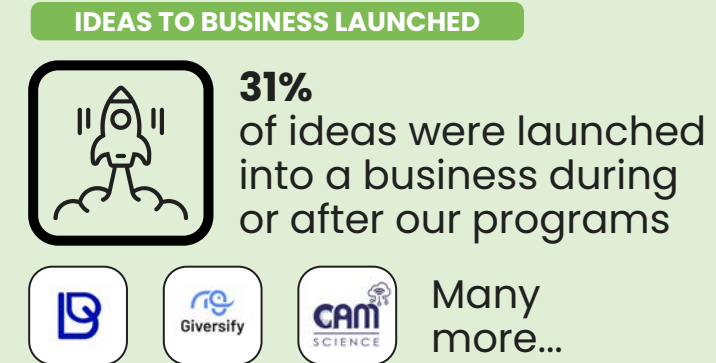
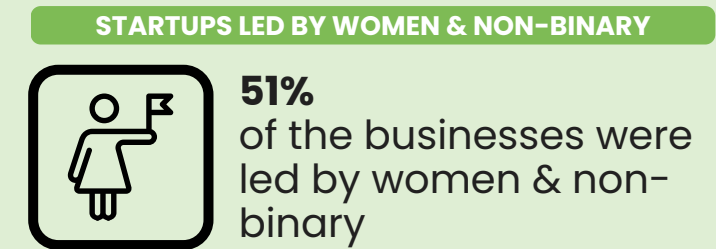
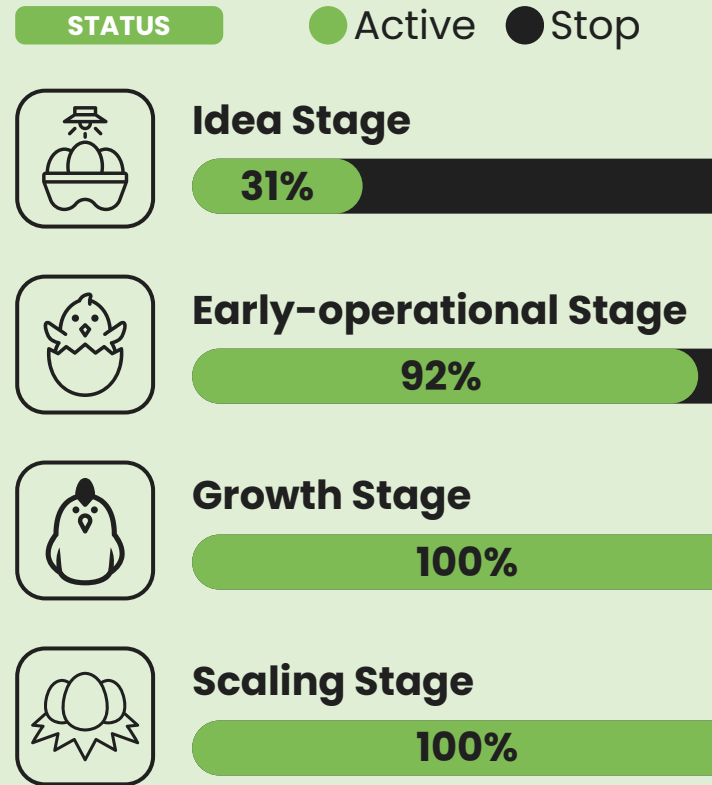
Entrepreneurs supported

[HERE](#)



2023 Startups & SMEs in Numbers

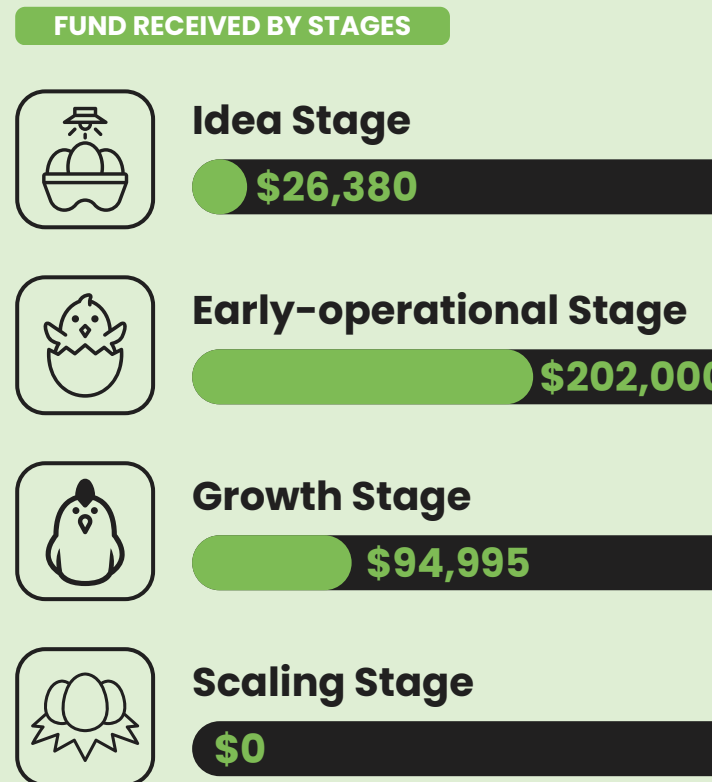
*Updated as of March 2024.



Financial Support by Stages*

*Grant funding mobilized from partners directly to entrepreneurs.

This capital is meant to bridge the financial gap for entrepreneurs who need funding at the early stage of their operations, enabling them to start or strengthen their businesses.



They also mentioned that access to funding had been critical for their survival or growth.

រឿងរ៉ាវដែលគួរដឹង

Highlighted Stories

Some special stories made us very proud this year. Let us share with you a few of them!

Cool Stuff Happened

Throughout 2023, there were a lot of inspiring and amazing stories that happened and we would love to share them with you.



#RunForLyhour

Lyhour, our colleague, had to undergo knee surgery after contracting a rare disease. The community gathered to raise over \$14,000 in just 5 days for his kness operations. He now can run!

[Read the story](#) [HERE](#)



#SeaGames2023

The song "Me, You, and Us" was co-created by Kesorrr and our NOW-Us! Participants to celebrate diversity in Cambodia performed in the SEA Paralympics Game 2023 opening ceremony!

[Read the story](#) [HERE](#)



#Adoption journeys

Agriculture cooperatives 'adopted' the Impact Hub team members for a few days to receive marketing technical support and solve challenges in their business operations.

[Read the story](#) [HERE](#)



#NationalHackathon

500+ students gathered at the SmartStart ULP National Hackathon 2023 to celebarte and gain inspiration from business ideas that solve social issues using ICT solutions.

[Read the story](#) [HERE](#)



#ClimateCardGame

Our team received a prize from the Youth4Climate team in Italy after creating a card game to raise awareness about climate change in a fun and engaging way for kids, youth, and adults.

[Read the story](#) [HERE](#)



#KroyChak

Videocast conversation with emerging community content creators in Cambodia focused on their behind-the-scenes work, creativity, tips, and goals.

[Watch them](#) [HERE](#)

[More stories](#)

[HERE](#)

ការងារបង្កើតឱ្យមានបរិយាបន្នរបស់យើង

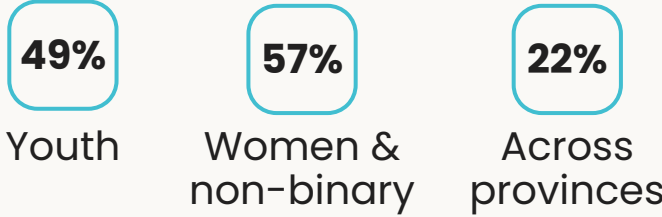
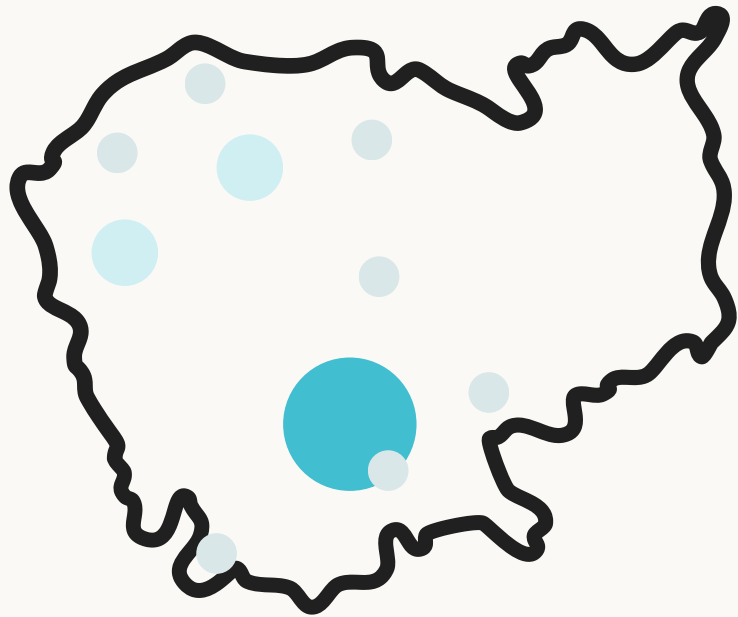
Our Inclusion Efforts

Embodying the “Nothing about us without us” spirit, we made several efforts to ensure diversity, equity, and inclusion is at the core of our work

Diversity, Equity, & Inclusion

We are committed to fostering diversity, equity, and inclusion in Cambodia's social and environmental impact space. We believe that creating a more equitable and sustainable world requires the voices and contributions of individuals from all backgrounds.

PROGRAM PARTICIPANTS' PROFILE

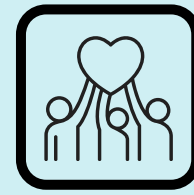


DEI Framework

We created a DEI framework to guide our inclusion efforts and ensure that diversity, equity, and inclusion are incorporated into all aspects of our operations at Impact Hub Phnom Penh, particularly in two pathways.



Talent & Culture Building
We are committed to fostering an inclusive culture and implementing equitable practices within our team and operations



Community and Partner Uplifting
We are dedicated to integrating inclusion principles into all our programming, services, and partnership decisions.

TARGET GROUP



Women



LGBTQ+



Indigenous groups & ethnic minorities



Youth



People with Disability



Sign Language Provision

We wanted our content and messages to be heard and seen by everyone. Therefore, we included sign language interpretation in several public events, including business pitches, workshops, exhibitions, and even festivals.



Cambodia Sign Language for All

We worked closely with Cambodia Sign Language for All team, a past winner of our NOW-US! Program, to provide sign language interpretation in various public events.



ការងារចំណាត់របស់យើង

Our Sustainability Efforts

Step by step, we are making our daily operations more sustainable.

Towards Sustainability

“Walk the Talk” is one of our main mottos at Impact Hub. We strive to reduce our carbon footprints as much as possible and be mindful of our suppliers and office supplies choices. Despite imperfections, we hoped to inspire other organizations to adopt practices for more sustainable operations. Below are some sustainable suppliers we worked with:

GIFTS & OFFICE SUPPLIES



Impact Market featured products from our alumni using sustainable and ethical practices to source their materials.

PRINTING



Kimleng Printing partnered with us to achieve plastic-free, sustainable material printing.

CATERING



Eleven One Kitchen, our trusted partner, delivers the best quality food with plastic-free catering services.

RETAIL



Be Eco retails products that reduce waste and environmental impact.

This is an energy consumption and carbon calculation for Impact Hub Phnom Penh. This is created to track our progress in term of energy saving and our CO2 emission as a result of our energy use.

Months (2023)	Energy (kWh)	Percentage of difference in amount of energy usage between each month	Percentage difference compared to previous year	IC02e (Tons of CO2 equivalent)	IC02e (Kilograms of CO2 equivalent)
Dec 2022 - Jan 2023	1466	-4.37%	-41%	0.699	634
Jan - Feb	1333	-9.07%	-9%	0.636	577
Feb - Mar	1497	12.30%	-1%	0.714	648
Mar - Apr	2039	36.21%	-3%	0.972	882
Apr - May	1999	-1.96%	27%	0.953	865
May - June	2247	12.41%	34%	1.1	972
June - July	2033	-9.52%	20%	0.969	879
July - Aug	2172	6.84%	28%	1	940
Aug - Sep	2263	4.19%	23%	0.943	943

CO2 Emission Tracker

In 2023, we made efforts to reduce our CO2 footprint by adopting energy-conserving practices and tracking CO2 emission from our monthly energy consumption.

Calculate yours [HERE](#)

ENERGY CONSUMPTION

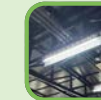
In 2023, we used **22,633 kWh** of energy in total for all operations.

10,279 Kilograms of CO2

EFFICIENT ENERGY PRACTICES



Incandescent lamp



LED lamp

We changed from incandescent to LED lights, which have been proved to be **90%*** more efficient and energy-saving.

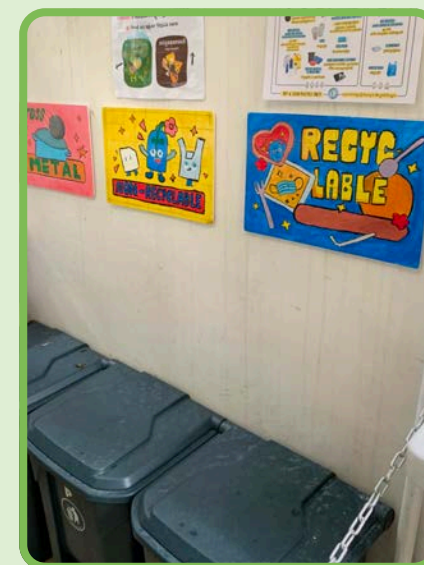
*Source



We set our air conditioners at **24 degrees and above**, which could help us save more than 30% of energy.

*Source

RECYCLING & COMPOST STATION



We set up a dedicated recycle and compost station.

X-STAND TO EASEL



We use easel stands instead of x-stands for less plastic consumptions.

EXPENSES ON SUSTAINABLE CATERING



Selecting sustainable suppliers is an ethical and financial decision. Servicing from these suppliers can help mainstream sustainability.

In 2023, we spent around **USD 17,715** on plastic-free and sustainable catering and refreshments.



It starts with your own bottle/cup

We understand that changes start with small things (and from us!). In 2023, our team made efforts to choose more sustainable materials and supplies whenever we could.

មានអ្វីជាបន្ត? What's next?

What to expect from us in 2024?

Dear 2024,

This year, we will continue our work to strengthen all the previous work we already initiated this year and we also have some exciting news and goals to share with you!

Contact us if you would like to contribute to making some of these dreams come true!



#NewOffice

As much as we love our space, which we have operated in for almost 8 years, it is time for a new chapter. Our new space will have full accessibility and community spaces. Stay tuned to see news about our new home!



#CoWorkingBack

Teaser. As we move to a new home, we are excited to bring back co-working and office space rentals to support our impact makers. Stay tuned for future updates.



#AccessibleContent

In 2024, we commit to further integrating sign language interpretation into our workshops, training, and events to engage with more aspiring impact makers.



#BeyondTheFounder

Most of the support provided in the ecosystem focuses on the founders. Here, we believe that strengthening the key leadership team is equally important. We'll conduct more training about team capacity and HR processes.



#ALaCarteSupport

Mentoring only isn't enough. Young businesses have specific needs as they grow. Thus, we will provide technical assistance and hands-on support to our entrepreneurs through more 'adoption' program.'



#StoriesOfImpact

We will showcase many stories of change from our impact makers in their own communities. With 1500+ alumni, we have several impactful stories we want to share. Follow us on Instagram and Facebook to learn about them!

ដៃគូសហការ Partners

None of these would have been possible without the trust and support of our partners.

Leveraging Partnership

We are grateful for the trust and support from our local and international partners.

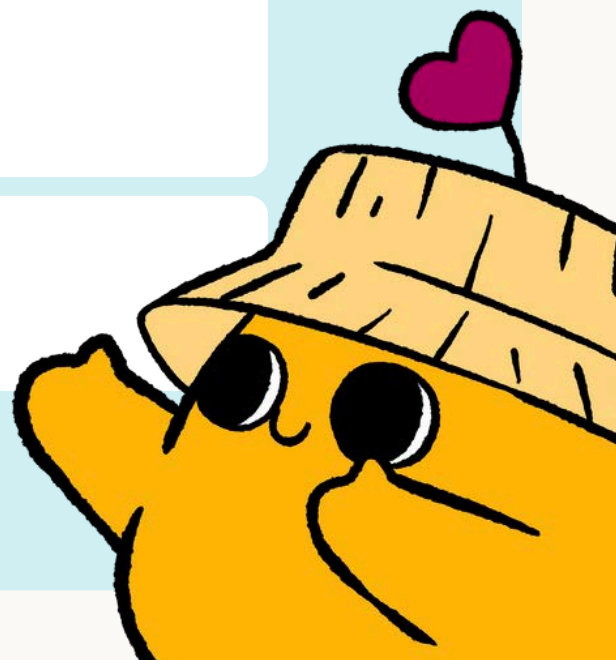
These collaborations have been key to our achievements and impact in 2023.

BY CATEGORIES

- 11 Public Sector Partners
- 11 Academic Institutions
- 9 Philantropics Partners
- 3 Multilateral Partners
- 4 Corporate Partners

Partner with us

[HERE](#)



ក្រុមការងារដ៏អស្ចារ្យ Our Amazing Team

Meet the dynamic, diverse, and driven team that powered all of our
2023 programs, events, and activities

Hubber Makers



MELANIE MOSSARD
Chief Executive Officer



KEO THINY
Chief Financial Officer



KIM KOSOMA
Chief Operating Officer



HOUR HUYLY
Communications Officer



KEO MARADONY
Finance Manager



THANG CHERMENG
Entrepreneurship Program Manager



SIN VANDARA
Senior Creative & Campaign Lead



THAV SONGHOUR
Entrepreneur Support Lead



PEN UDDAM
Creative Consultant



VATH THAI (TENG)
Communications Manager



HUL CHANSOPHEARY
Lead Incubation Mentor



NGUYEN HAI ANH
Monitoring, Evaluation, & Research Specialist



CHHIM TITHAMATAK
Director of Entrepreneurship Edu.



HEANG LYHOUR
Entrepreneurship Ecosystem Specialist



THAY PICHMONY
DEI Specialist Consultant



ANNIKA FREUDENBERGER
Senior Program Account Manager



VATH BANK
Program Consultant DEI & media4Impact

Find our team [HERE](#)



Be the Change You Want to See

THANK YOU!



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