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 Managing Director
 and **Melanie Mossard,**
 Director of Entrepreneurship & Innovation

2021 REPORT

IMPACT HUB PHNOM PENH

THANK YOU FOR YOUR SUPPORT



Hello everyone!

Adaptable to any situation! It is with this spirit as our team powered through 2021. Covid-19 had made everyone feel overwhelmed and disconnected, and it became our new normal. Although with many challenges and uncertainties, our team was dedicated to producing high-quality programs and events, ensuring our entrepreneurs are not alone so our mission to build a more innovative and sustainable Cambodia can carry on. Yes, we moved 100% of our activities online, and yes, it represented many challenges with the lack of human interactions. However, each of our programs and activities was successful, and our team managed to keep everyone's motivation at bay.

Impact Hub's mission has always been to build a more innovative and sustainable Cambodia. We carry on this mission by inspiring younger generations of the country. As 2021 represented more challenges with online activities, it was only crucial for us the importance of our mission that goes beyond the difficulties of Covid and keeps our peers motivated throughout the year.

Let's check our activities in 2021 and discover the fantastic programs and events we managed to do virtually this year!

Happy Reading!



Nipoan Chheng Chavigny
Managing Director

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1. WE ARE HERE FOR YOU!

At Impact Hub, we support entrepreneurs through our dynamic programmes, incubators and mentoring, and inspire and engage the local community with our weekly events, creative space, and online learning platform. We want to build a thriving ecosystem of impact-driven businesses and young leaders.

VISION



A more sustainable and innovative Cambodia

MISSION



Empowering youth and startups in Cambodia to contribute to solving problems (social and environmental) through entrepreneurship and leadership.

OUR VALUES



Get to know your comfort zone, and leave
Welcoming change, challenges, and experimentation

Be the change
you want to see in the world. Embracing kindness & sustainability every day

Do it the startup way
Agile, fast, and always learning

Impact doesn't happen in isolation
It requires collective action



2 OUR STRATEGIC PILLARS



1. Entrepreneurship
for impact



2. Education & Youth
Empowerment



3. Online learning



4. Ecosystem building
and advocacy



5. Entrepreneurial
mindset consultancy

3. WHAT HAVE WE ACCOMPLISHED? SINCE 2015



452,500 USD

in prototyping fund has been distributed to 91 teams through our programs



4878 hrs

Number of hours of mentoring



1658

Aspiring and growing entrepreneurs joined our programs



550

Teams of aspiring Entrepreneurs supported



49

Entrepreneurship or Youth-empowerment programs ran



Another World is happening

WE WELCOME

- ALL RACES + ETHNICITIES
- ALL RELIGIONS
- ALL COUNTRIES OF ORIGIN
- ALL GENDER IDENTITIES
- ALL ABILITIES + DISABILITIES
- ALL IDEAS + OPINIONS
- ALL LEVELS OF KNOWLEDGE

WE STAND WITH YOU
AND ARE SAFE HERE



4. OUR 2021 IMPACT



1. ENTREPRENEURSHIP FOR IMPACT



Through this pillar, we are supporting passionate and fascinating impact entrepreneurs at different stages of their entrepreneurial journey to grow their businesses that have the power to impact positivity in Cambodia.

SmartStart 
Unipreneur Learning Platform

SmartSpark 



ACCELERATE
REGIONAL MEMBERSHIP

PROGRAM SUMMARY



438
Applicants



330
Participants



75
Teams



111
Participants from
Provinces



118
Female Participants



91,000 USD
Prototyping fund
distributed to 22 teams



59
Mentors Involved

1 - SMARTSTART YOUNG INNOVATOR PROGRAM CYCLE 4.0:



SmartStart YIP 4.0 is a 9-month entrepreneurial journey for aspiring university tech- entrepreneurs.



It equips young Cambodians with digital and entrepreneurial skills through immersive practical experiences to become the future digital talents of Cambodia. In addition, students get to build their tech startup projects using some IoT (Internet of things) knowledge, leadership, and business skills.

OUR PARTNERS:



PROGRAM ACTIVITIES:

This 9-month journey in the program allowed them to develop personally and professionally slowly day by day with intensive masterclasses, mentoring, and part-time internships.



Hatch



Technopreneur Challenge



Incubation and Tech-internship



Grand Final Pitch



Digithon Challenge



Final Pitch



Exposure Trip to Singapore



198 Applicants



125 Participants



25 Teams



45 Participants from Provinces



47 Female Participants



15,000 USD Prototyping fund
(\$5,000 after Final Pitch - each team got \$1,000 to prototype. Then \$10,000 after Grand Final Pitch)



19 Mentors/Involved



83 NPS Score
(Net Promoter Score)



Adero - Marketing agency provides an innovative moving advertisement system that allows marketers to customize their ads zone, duration, and day's timer by displaying ads through LED screens on TukTuk.



KELA - The booking platform allows users to search sports venues, teammates, opponents close to their current location, and facilities based on sport type.



FlexFloc - is an IoT startup monitoring and automating fisheries management system while tracking the quality and quantity of water to maintain an excellent living environment for fish.



iCompost - is an intelligent organic waste recycling machine that transforms daily food kitchen waste into nutrient-rich compost to feed indoor and outdoor plants.



YourSpace - Booking platform providing a peer-to-peer parking network where users can register their empty spot and turn it into a parking place, which would help reduce unorganized on-street parking.

Thanks to this opportunity, our 13 talents from 5 teams have learned so much from the real-life work experience and working as part of a team in a fast-paced business environment that also enables them to make significant progress in their startup.

Thank you to the eight tech companies who have supported and hosted our tech entrepreneurs to get inspired and learn during their short-term internships.

1. VTENH
2. Mad
3. Bigeight
4. BookMeBus
5. Bloo
6. Cambodian Association of Finance and Technology
7. VodWorks
8. ArrowDot



Chanbora Sek
Program Manager

Lyhour Heang
Program Manager

Pisethneat Pich
Incubation Lead Mentor

Melanie Mossad
Curriculum Design Lead

Sokhema Nara
Curriculum Design Lead

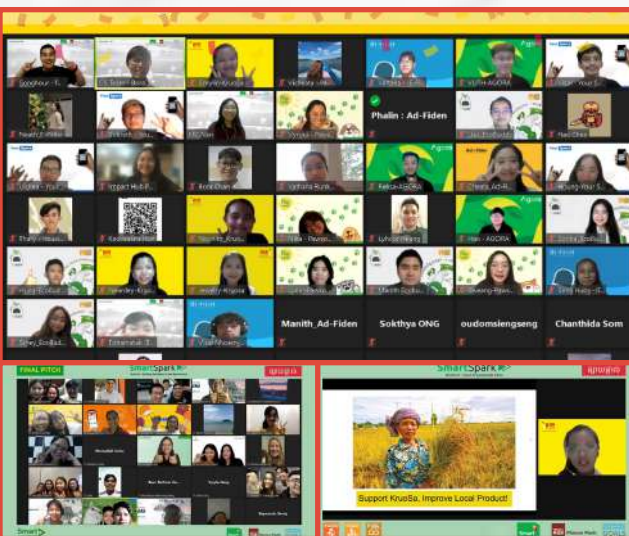
Songhour Thav
Online Happiness Manager
and Leadership Trainer

Chea San
Software Tech Lead Mentor

Sangva Lim
Hardware Tech Lead Mentor

To find more about the program, check out our website >> [Link](#)

2 - SMARTSPARK COHORT 7 & 8



SmartSpark is an intensive 10-week pre-incubation program supporting young people with innovative ideas tackling social and environmental issues in Cambodia.



In cohort 7, the theme was around 'Smart and Sustainable City' which touches upon the following SDGs:

- SDG 9 "Industry, innovation and infrastructure" | SDG 11 "Sustainable cities and communities" | SDG 12 "Responsible consumption and production".

In cohort 8, the focus was on 'Building Resilience in the New Normal' which touches upon the following SDGs:

- SDG 1 "No Poverty" | SDG 5 "Gender equality" | SDG 10 "Reduced inequalities".
- Through this startup program, we introduce the fundamental concepts of social entrepreneurship to youth and young professional from various fields who aspire to turn their innovative idea into a business that will tackle Cambodia's biggest challenges.
- Through this program, participants can test the feasibility of their business idea.

OUR PARTNERS:



PROGRAM ACTIVITIES:



10 Masterclasses:

following the Lean Startup methodology to get started with an idea, after doing an in depth-market research



1-1 Mentoring:

to redefine the concept and get feedback on the prototype



Pitching Night,

where one winner is selected to win \$3,000.



62
Applicants



30
Participants



8
Teams



13
Participants
from Provinces



16
Female Participants



3,000 USD
Finance Support



4
Mentors/Involved



62
NPS Score
(Net Promoter Score)

MEET OUR TALENTS

SmartSpark Cohort 7



E-Pillers - aims to produce an intelligent medicine box that contains technical features helping to remind the elderly and patients to take the pill on time effectively.



Pawsome - provides fresh, healthy, and more sustainable pet food for your furry friends.



Housing Mate - is a consulting service to help you design, decorate, renovate or build a more environmentally-friendly house or office space.



Your Space - is an online local parking platform connecting people who want to rent out their unused Space with people looking for available Space.



EcoBuddy - is an interactive app that encourages people to adopt green lifestyles through the gamification of fun eco-challenges, friendly e-bot, convenient eco-market, and vibrant community space.



KruoSa - is a food processing startup that seeks to innovate Khmer instant noodles to have high nutrition and extend shelf life and various choices of local recipes and Cambodian tastes.



AGORA Eco - Ads is a marketing agency that provides premium and affordable services to help green businesses grow.



Ad-Fiden - is an App that provides transparent information about locally transformed food and drink products to consumers; and connects local producers to the experts in food technology/science, marketing, and branding.

PROGRAM IMPACT

SmartSpark Cohort 8



50
Applicants



31
Participants



8
Teams



15
Participants
from Provinces



18
Female Participants



3,000 USD
Finance Support



5
Mentors/People
Involved



81
NPS Score
(Net Promoter Score)

MEET OUR TALENTS

SmartSpark Cohort 8



SugarPads - is a biodegradable sanitary pad made out of natural cellulose, aiming to liberate women from infections and irritation and boost female confidence while helping reduce plastic usage.



RukkhaLab - cares about health and beauty by providing a pure 100% essential oil in their perfume products.



ReanBathom - is the online learning platform for students in grades 4-6 to learn while having fun.



MaSkin - is a spray product used to kill the bacteria on masks, prevent your face from getting acne skin irritation, and provide a wonderful smell to make you feel fresh.



MentalAid - is a safe and reliable platform that assists and supports adults to become mentally healthy and improve their well-being through a variety of fun & trustworthy self-help services and professional help services from licensed therapists.



Louk Dom - is a wholesale application where people can easily purchase grocery products in large quantities at low prices for personal usage or retailing.



Tussana -re-invent exploration by providing an interactive and digital discovery of Cambodia.

InsightChop - aims to transform and elevate used chopsticks into new materials and valuable daily life products.

OUR TEAM

Chanbora Sek

Program Manager

Pichmony Thay

Program Manager

Sokhema Nara

Pre-Incubation Lead

Trainer

Songhour Thav

Communication

Lead

Vandara Sin

Creative Lead

Melanie Mossad

Mentor

To find more about the program, check out our website >> [Link](#)

1 - DAKDAM INCUBATOR SEASON 2



DakDam Incubator is a 9-month Agriculture Incubation Program designed for early-operational entrepreneurs.



The program supports participants in developing viable, responsible business models to deliver environmental-friendly products and services that increase the income of smallholder farmers to increase production, improve productivity, lower costs (e.g., low-cost inputs, mechanization), value addition at the farm level, create new markets with better prices, and increase resilience.

The ultimate goal of their business will be increasing incomes, reducing costs, or improving the resilience of smallholder farmers.



OUR PARTNERS:



PROGRAM ACTIVITIES:



Application Stage



Bootcamp (Pre-incubation)



Pitch Day



Field Trip (Incubation)



Final Pitch





52
Applicants



37
Participants



15
Teams



20
Participants
from Provinces



17
Female Participants



45,000 USD
Prototyping fund



18
Mentors/Involved



62
NPS Score
(Net Promoter Score)



[Samlod Rattanakphal Agriculture cooperative](#) - set up waste collection services to reduce plastic, keep streets clean, process waste into natural fertilizers that consider the health and safety of consumers, and employ members to minimize migration.



[PhallChangrit](#) - transforms cassava waste into nutritive cricket feed as a low-cost substitute for traditional duck feed to feed crickets.



[Souhean](#) - food processing, dried fruits and vegetables currently producing noodles, vegetables, raisins, potatoes, pumpkins, and eggs wholesale at Safe Vegetable Market in Phnom Penh and retail online.



[RatanakFarm](#) - supports and trains local indigenous farmers (indigenous Kuoy) on growing organic fruits using natural and regenerative techniques.



[iGreen SYNERGY \(iGreen Tech\)](#) - creates natural pesticides and fertilizers for home ornamental plant growers and those with small plots of land to grow crops and ornamental plants.



[COMPOSO](#) - processes organic waste into highly-nutritive compost.



[Preksvay Farm](#) - provides qualitative and safe backyard chickens to the market through a partnership project with smallholder farmers, predominantly involving women in the community.



[KFAST](#) - establish an automated bean sprout growing machine to solve the problems of traditional bean sprout business owners.



[Sora Khmer](#) - Turns dried fruits available in the community to make liquor and tea products such as Mango Liquor, Jackfruit Rum, Citronella Aroma, and Citronella Green tea.

Lyhour Heang
Program Manager

Pisethneath Pich
Incubation Lead

Melanie Mossard
Curriculum Design Lead

Bank Vath
Communication &
Event Lead

Vandara Sin
Creative Lead

Sivgech Tang
Alumni Support

To find more about the program, check out our website >> [Link](#)

2 - KHMER TOURISM FOR THE FUTURE



“Khmer Tourism for the Future is an incubation program designed to build resilience and support tourism startups in an industry that has been drastically impacted by COVID-19.



KTF Incubator supported startups to shift their business model toward the domestic market and provided emotional support through our coaching sessions. ”

It provided startups and businesses with intensive training and extensive services to rebuild and re-imagine the sector in the next 12 months so they can pave a new future for sustainable community-based tourism.



OUR PARTNERS:



GMS THG II No. 3701-CAM (COL)



PROGRAM ACTIVITIES:



Team selection



Pre-incubation Pitch



Field Trip



Final Pitch Day





59
Applicants



27
Participants



9 teams (pre - incubation)
6 teams (incubation)



15
Participants
from Provinces



4
Female Participants



30,000 USD
Prototyping fund



14
Mentors/Involved



62
NPS Score
(Net Promoter Score)



Unseentra - is a web platform where travel operators, local guides, and tourist attraction sites can sell their unique, adventurous, local-oriented travel activities and experiences packages to travel around Cambodia.



Solo Landscape - is an adventure tour operator for explorers and nature lovers who share the same desire to get out of their comfort zone and reconnect with themselves.



Uot App - is the community trip lover App with a mission to enhance and enable digital travelers or digital travelers with the content of trip information.



Cambodian Rural Discovery Tours (CRDT Tours) - is a non-profit operator supporting CBET by developing educational and community development tours.



YEA Catalyst - is an agency working in partnership with CBETs to strengthen management capacity, develop diversified products, and brand their destination to marketplaces.



WeFarm - is a platform to support youth and young farmers in doing sustainable farming since 2018. In addition, they have organized training courses to learn sustainable agriculture and community-based tourism.

Check out our website >> [Link](#)

Chanbora Sek
Program Manager

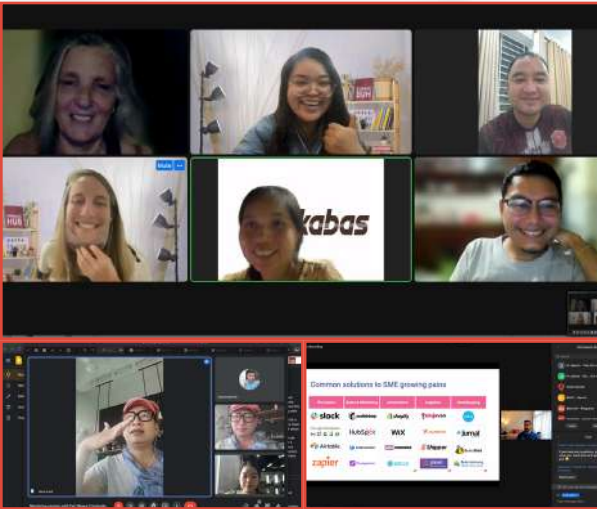
Melanie Mossad
Incubation Lead

Bank Vath
Communication & Event Lead

Vandara Sin
Creative Lead

Sokuntha Eam
Coach in Residence

1 - ACCELERATE MEMBERSHIP



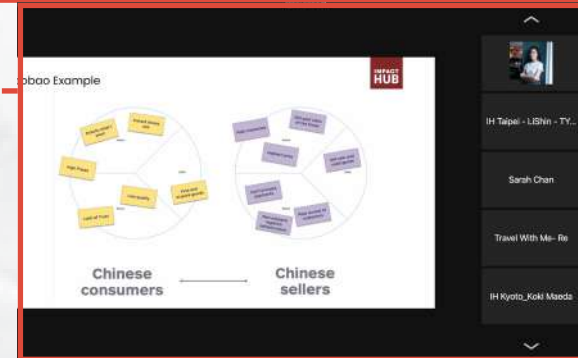
About the program:

The Accelerate Membership is a regional program supporting our alumni and connecting them with the regional business networks of 10 Impact Hub in Asia Pacific.



Through this program, we provide:

- Expert support through in-depth business diagnostic and 1:1 mentoring sessions.
- Access to a community of like-minded alumni who could learn from each other
- Access to regional sessions to understand more about market opportunities and network with other impact entrepreneurs from the region.



OUR PARTNERS:



PROGRAM ACTIVITIES:

LOCAL ACTIVITIES:



Mentoring Session:
1:1 mentoring session for 1-2/month.



Peer to Peer Coaching Circles

REGIONAL ACTIVITIES:



6 Regional Sessions to strengthen their business and network with entrepreneurs from other countries



Coaching Session



PROGRAM IMPACT



17
Applicants



10
Participants



10
Teams



3
Participants
from Provinces



6
Female Participants

MEET THE TEAMS / PROJECT



Spoon Cafe and Restaurant: - a Social Enterprise, all profit goes to the operation and program of SPOONS Cambodia Organization of providing hospitality skills and training to the youth in Siem Reap province..



Rean Ann: - a reading website that helps young children learn and practice reading skills.



Klembox: - Affordable hands-on STEM learning solutions for young learners. Making a difference, one box at a time!



Only One Planet: - a Social Enterprise that imports & distributes biodegradable food packaging and eco products in Cambodia. We use profits to support our community, and environmental projects and awareness campaigns.



Eco Brick: - Reducing plastic waste in the community by producing brick made of plastic material.



Academy of Careers and Technology: - a Career and Technical Education (CTE) Elementary and High School for Tourism, Digital Media Design, Accounting & Business Management, App & Web Development, and Technology.



Dai Khmer: - a social business that supports women in Cambodia through producing handmade natural products that use local superfruits and herbs.



Soukabas: - Cotton products handicrafts by Cambodians aim to empower the local community and eliminate the migrant rate.



Fair Weave: - a local brand offering consciously-made handwoven textile for home and body to feel good.



AdFiden: - provides transparent product info to consumers by scanning product's barcode & connects local producers to experts of food technology/science, marketing, and branding.

OUR TEAM

Sivgech Tang

Project Lead

Dara Huot

Entrepreneur In Residence

Check out our website >> [Link](#)



2. EDUCATION & YOUTH EMPOWERMENT



Youth are 100% of our future generation. To grow the next generation of changemakers, we nurture the entrepreneurial mindset and care for the community and the planet among youth.

We provide them inspirational sessions, introspection sessions, and support to take action at a small scale in their community.

We empower them to get ready to find a meaningful career to make a sustainable change in Cambodia.

SmartStart 
Unipreneur Learning Platform

Movers
#JoinTheMovement

**CHANGE
MAKERS**

កម្ពុជា

PROGRAM SUMMARY



10
Universities



12+
Classes



8
Provincial
cohorts



240
Students



2876
Participants



**Action Fund:
6000\$**
Was given to
20 youth projects



75
Teams



2094
Participants
from Provinces



118
Female
Participants



102
Workshops



25
Mentors
/Involved



21
Community
partners



2
Training of
Trainers



4
Online roadshow

1 - UNIVERSITY ENGAGEMENT - SMARTSTART UNIPRENEUR LEARNING PLATFORM



SmartStart Unipreneur Learning Platform is an accredited entrepreneurship course curriculum developed for university partners using a blended learning approach to teach an excellent quality and contextually-relevant entrepreneurship course at scale.

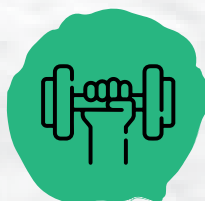


The goal of the learning platform and the course is to develop both technical capabilities in entrepreneurship and business and the students' entrepreneurial mindsets thanks to a "learn-by-doing" approach and exposure to 20 case studies featuring 20 well-known Cambodian entrepreneurs.

OUR PARTNERS:



PROGRAM ACTIVITIES:



Train Of Trainer: Conducted with Impact Hub Phnom Penh's entrepreneurs and lecturers to better equip them with the skills and knowledge needed to deliver the course to the students.



Sharing from Impact Hub Phnom Penh at the Royal University of Agriculture: Conducted a sharing session with students at the Royal University of Agriculture about "Prototyping." Aimed to help the students build their prototype for their business ideas in the SmartStart Unipreneur Learning Platform program.



Classroom Pitching: At the end of the class, students had to pitch the business idea that they worked on to the other students in the classroom.



Classroom Implementation: Lecturers used a Blended Learning Approach to implement the course. Students will learn on the website and practice what they learned in the class under the guidance and supervision of the lecturers.



Students Mentoring: Lecturers play a crucial role in mentoring and assisting students in building their business model canvas and turning their business ideas into reality.



MoU Signing: Smart Axiata, Impact Hub Phnom Penh, and 10 Cambodian universities signed a Memorandum of Understanding (MoU) to offer Cambodian students the first local online entrepreneurship course. The MoU ceremony was presided over by H.E. Dr. Hang Chuon Naron, Minister of Education, Youth and Sport MoEYS Cambodia, and H.E. Chea Vandeth, Minister of Ministry of Post and Telecommunications.



PROGRAM IMPACT



10
Universities

- University of Puthisastra
- Cambodia Academy of Digital Technology
- Royal University of Law and Economics
- National University of Management
- Royal University of Agriculture
- Build Bright University Phnom Penh
- Paññāsāstra University of Cambodia
- CamTech University
- Build Bright University Siem Reap
- Svay Rieng University



12+
Classes



240
Students



25
Mentors Involved



2
Training of Trainers

Check out our website >> [Link](#)

OUR TEAM

Kim Kosoma

Digital Impact Director

Chhim Tithamatak

*E-Learning & Instructional
Technology Manager*

Nara Sokhema

Training and Mentor Lead

Pisethneath Pich

Incubation Lead

2 - AWARENESS ABOUT THE SDGS AND SOCIAL ISSUES - MOVERS



Movers Programme mobilizes youth across Asia-Pacific, including Cambodia, to raise awareness about the Sustainable Development Goals, to equip youth with 21st-century skills and develop entrepreneurial mindsets by organizing and facilitating the Mover's Workshop in their communities.

Movers
#JoinTheMovement

The objective of this program aims to:

- Create an interactive space for youth to engage
- Discover more about topics in their area of interest
- Inspire and build the capacity of youth to deliver workshops within their communities on issues that they care about
- Connect youth with like-minded people to take action in solving problems.

OUR PARTNERS:

 **HEINRICH BOLL STIFTUNG**
PHNOM PENH

 **International Labour Organization**

 **ICE**
INTERNATIONAL CULTURAL EDUCATION



PROGRAM ACTIVITIES:



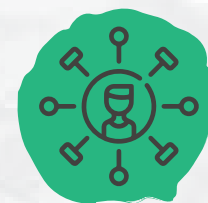
Skills Training for Facilitators:

2 workshops on workshop facilitation and project management tools to upskill facilitators in conducting the seminar and monitoring their activities.



Volunteer-led workshops:

Workshop initiated by volunteers on the topics of their community interests



21st-Century Youth Leadership Camp - Full-day Workshop series on 3 key topics:

- Leadership Level 1
- Leadership Level 2
- Orientation to Entrepreneurship (C-BED)



Cohort-Based Workshop Series:

A series of workshops on related topics for participants in each month

- July & August - SDGs workshops
- September - Digital Skills such as Personal Branding, Storytelling, and Entrepreneurship.



Climate Action Week - A 1-week initiative focusing on SDG13 Climate Action:

Happening at the same time as COP26, Climate Action Week included Workshops on Climate action Lvl 1 and 2, Panel Discussion: Cambodia We Want, Hero of Today for Climate Action talk to further strengthen the impact of knowledge gained from participants.

PROGRAM IMPACT



43
Volunteer
Facilitators



2876
Participants



25
Teams



2094
Participants
from Provinces



1365
Female
Participants



102
Workshops



21
Community
partners



83
NPS Score
(Net Promoter Score)

MEET THE TEAMS / PROJECT



Chakriyathida An,
a 16-year-old
youth from Siem
Reap and The first
mover conducted 12
workshops in 34 days:

"Every single workshop is such a unique experience that I always look forward to what surprises and insightful discussions the participants will bring up every time I attend a workshop."
- Chakriyathida An



Vathana Savun,
Incredible Mover from
Phnom Penh With Great
Potential:
"It ain't about one's
prominence, it's about
a collective movement
with an undeniable
bond to make a
sustainable future."
- Vathana Savun

Soft skills and employment readiness skills

- Digital Branding and Employability (with LinkedIn)
- Storytelling - Tell Your Own Story
- Leadership in Action (Levels 1 & 2)
- Introduction to Community Building

OUR TEAM

Pengsan Huon

Movers Program Lead / Youth
Engagement Manager

Songhour Thav

Mover Trainers

Sokleang Taing

Mover Trainers

SDGs Related Topics Introduction to Sustainable Development Goals:

- SDG4: Quality Education
- SDG5: Gender Equality
- SDG13: Climate Action (Level 1 & 2)
- SDG14: Life below water

Entrepreneurship skills

- Orientation to Entrepreneurship (with ILO-CBED) LEVEL 1 & 2

Check out our website >> [Link](#)

3 - COMMUNITY CHANGE-MAKING - CHANGEMAKERS



Changemakers is a program for Cambodian youth who want to be the change they want to see within themselves, their community, and the world they live in.

Changemakers aims to empower youth to create positive change at an individual, organizational and societal level by providing an exclusive blended learning curriculum featuring Cambodian role models, practical tools, and dedicated facilitators for youth participants to improve their 21st-century skills such as:

- Get to understand their potential and sweet spot
- Entrepreneurship and leadership
- Teamwork and Project management

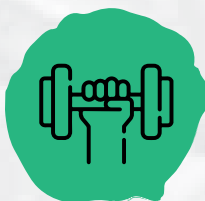
Besides the blended learning course, Changemakers also provided networking webinars, community engagement, and mini-grant-for alumni to kick start their social, environmental, and civic engagement projects.



OUR PARTNERS:



PROGRAM ACTIVITIES:

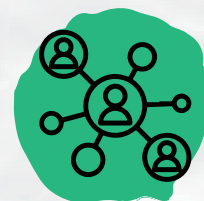


Training of Trainers (ToT): We started by recruiting local trainers, then we dedicated them to replicating the Changemakers program through their facilitation and training skills.



Provincial Cohorts of Changemakers Blended Learning Program:

A 3 weeks program for participating youth to improve and practice their 21st-century skills such as understanding more about their potential, entrepreneurship, leadership, teamwork, and project management.



Alumni Community Engagement:

Supported activities Changemakers alumni community, such as regular networking webinars.



Online Roadshow: To kick start our Changemakers Program's presence in the 4 provinces, we have conducted online roadshows events to spark local youth's interest in our program and introduce them to our local trainers and their inspiring sharing.



Action Fund:

After graduating from the blended learning program, the alumni formed teams and applied for a \$300 Action Fund to implement social projects for the community they care about.



Masterclasses

13 Masterclasses featuring "How-to" sessions to equip the changemakers in running their impact projects.

PROGRAM IMPACT

OUR TEAM



14 provincial facilitators

14 local trainers (Kampong Cham, Battambang, Siem Reap and Kampot)



4 Online roadshow

with xxx participants from BTB, SR, Kampot, Kampong Cham, and others



8 provincial cohorts

- 8 Cohorts in 4 designated provinces (Battambang, Kampot, Kampong Cham, and Siem Reap)
- Participants/learners: 218 (74% are female participants)
- 23 feature speakers in the course
- Project ideas: 41
- NPS Scores: 64



Action Fund: 6000\$ was given to 20 youth projects

Each of the 20 changemakers alumni projects received a \$300 mini-grant to implement their civic-engagement projects (social or environmental related) in the community they care about in 6 provinces; BTB, SR, Kampot, Kampong Thom, Kampong Cham, and Tboung Khmom.



Alumni Community Engagement

- 9 Online networking webinars were conducted with a total of xxx participation from active alumni
- Facebook group and Telegram Chat with Total Engaged Youth: 97



Masterclasses

- 13 short online masterclass was created with xx speakers
- Total Enrolled Learners: 473 (Avr: 36 learn in each masterclass)
- [Click here to learn now](#)

OUR TEAM

Vandara Sin

Program and Creative Manager

Pengsan Houn

Youth Engagement Manager

Sokhema Nara

Curriculum and Lead Trainer

Tithamatak Chhim

E-Learning & Instructional
Technology Manager

Bank Vath

Communication Lead

Songhour Thav

Video Production Lead



3. ONLINE LEARNING



Our e-school aims to be a one-stop platform for young graduates to find high-quality practical and interactive content to be equipped in their impact journey. By partnering with local thought leaders, we are developing a curated platform of resources and case studies in the Khmer language to make learning fun!

PROGRAM SUMMARY



3102
Participants



1489 (48%)
Female Participants



25 provinces
Participants from
Provinces



34.45%
Graduation Rate



317,435
minutes learned online



56
Guest Speakers

Cohort Learning Numbers



- **4** Cohorts
- **48** Participants
- **50%** Female participants
- **12** Provinces (Prey Veng, Kampot, Phnom Penh, Kratié, Siem Reap, Kampong Thom, Kandal, Takeo, Ratanak Kiri, Battambang, Banteay Meanchey, & Sihanoukville)
- **37** SMEs in sectors such as Agriculture, Education, E-commerce, Services, Health Care, Food & Beverages/Restaurant, Technology, Environment, Construction, Tourism & Hospitality, & Trading & Retail.

Webinars



- **7** online webinars
- **357** participants in total

Community Engagement:



- Members: **1400+** members with **459** active members daily. **72%** of engagement rate, which was tremendously high compared to the global average engagement rate of only **2%**.
- Gender Equality: **46%** female and **54%** male

1 - SALA IMPACT



Sala Impact is a new initiative or you can say, a new mini startup within Impact Hub Phnom Penh which aims to be the first ever online learning platform in Cambodia.

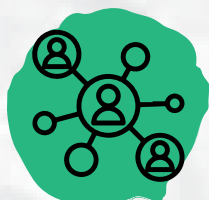
Sala Impact wants to build an online learning community of Cambodian talents, creatives, educators, innovators, entrepreneurs, and learners nationwide - Learning from each other while living their best life in an impactful and sustainable way.



OUR PARTNERS:



PROGRAM ACTIVITIES:



Community Engagement: As part of our support system for our learners, we have a growing and active community Facebook group where learners can share their learning experiences, ask questions, make requests, or even receive the latest opportunities from Impact Hub Phnom Penh to join other programs and activities.



Cohort Learning: To further support our learners, we initiated a new training program within the Building Your Business's Online Presence online course to help our learners learn about digital marketing for businesses and make them practice. SMEs were selected to participate in the weekly Cohort Learning on topics such as:

- Digital marketing,
- Content creation
- Poster designing on Canva
- Business Suite & Ads Manager management
- Social media insights,
- Google Spreadsheets for managing Data, and finally, a Q&A session about the new Cambodian Law on E-Commerce.



Online Webinars:

- Impact Talk: "10 Businesses You Can Start Now" was held on January 5th, 2021, with 46 participants.
- Impact Talk: "New Product Plan" was held on January 19th, 2021, with 50 participants
- Impact Talk: Visual Branding was held on February 23th, 2021, with 54 participants
- Impact Talk: "Financial Management" was held on April 6th, 2021, with 68 participants
- Launching Event of the "Building Your Business's Online Presence Online Course" was held on July 22nd, 2021, with 74 participants
- Impact Talk | Let's Sell Online was held on September 14th, 2021, with 38 participants
- Impact Talk: "Storytelling" was held on October 16th, 2021, with 27 participants

Course



- Business Resilience
- Building Your Business's Online Presence
- Changemakers

Check out our website >> [Link](#)

Masterclasses



- 13 Masterclasses
- Check out our website >> [Link](#)

Kim Kosoma

Digital Impact Director

Chhim Tithamatak

E-Learning & Instructional
Technology Manager

TESTIMONIAL VIDEO



[PhallChangrit](#)



[Smita](#)



[UE Khmer Autism](#)



4. ECOSYSTEM BUILDING & ADVOCACY



To build a solid supporting ecosystem for our entrepreneurs and bring a more systematic impact in Cambodia, we invest in ecosystem building and advocacy. Through our Train-the-Trainer approach, by sharing our experience with other ecosystems in the world or contributing to writing research papers, we hope to change the narrative around entrepreneurship in Cambodia and build the capacity of our ecosystem.

**BUSINESS
MENTORING
CERTIFICATION PROGRAM**



PROGRAM SUMMARY



388
Attendees



50
Participants



75
Teams



6
Business Launched



1594
Female Participants



13
Business Ideas



59
Mentors Involved



20
participants received the
full certification

1 - MENTORING CURRICULUM



This program aims to strengthen and promote access to mentoring services for youth entrepreneurs and startups through developing a well-structured mentorship framework/guidelines and relevant resources and tools, providing capacity and network support to mentors, and connecting the services to youth users.

BUSINESS MENTORING CERTIFICATION PROGRAM

OUR PARTNERS:



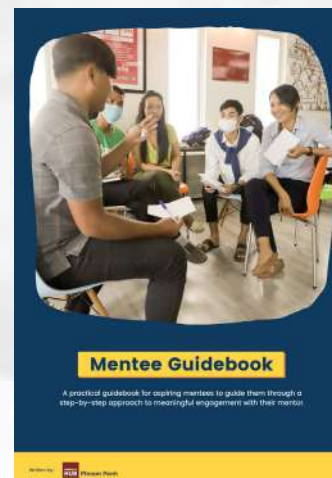
PROGRAM ACTIVITIES:

BUSINESS MENTORING CERTIFICATION PROGRAM

Write-up of 3 Guidebooks



Mentor Guidebook - How to get started with Lead Trainer Download it here:



Mentee Guidebook - How to get the best of the mentoring Download It here:



ESO Guidebooks - How to manage mentor effectively Download it here:



PROGRAM IMPACT



50
Participants



20
participants received the full certification



25
Female Participants



20
Startups received mentoring



70
NPS Score

OUR TEAM

Melanie Mossard
Lead Trainer

Sivgech Tang
Trainer

Pisethneat Pich
Trainer

Sokuntha Eam
Coach

Visay Seng
Trainer

Helene Veal
Trainer

Dara Huot
Trainer

Check out our website >> [Link](#)

2 - PHUM IMPACT CAPACITY BUILDING



Phum Impact is a grassroots initiative to launch locally rooted communities outside the capital city of Phnom Penh, in order to scale the Impact Hub methodology to new parts of Cambodia.

Impact Hub Phnom Penh has been providing seed funding, intensive coaching, resources, and program and community-building methodologies to provide a launchpad for successful community development.

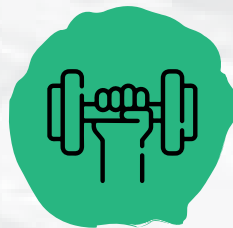
Through Phum Impact, a new generation of leaders and entrepreneurs contribute to the Sustainable Development Goals and innovation in their local cities outside of Phnom Penh. They inspire, connect and enable youth-led communities to build locally rooted startup ecosystems



OUR PARTNERS:

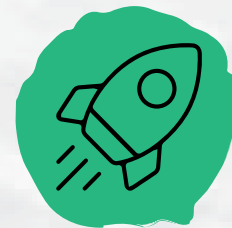


PROGRAM ACTIVITIES:



Training of Trainers (ToT):

Overall, both Phum Impact teams (Battambang and Siem Reap) joined the TOT and ran through the program, and could deliver the program independently.



Changemakers (Kick Start Program):

Siem Reap and Battambang's Changemaker was particularly successful in facilitation, as the team has solid experience and inspiring storytelling. In addition, they are confident in running programs thanks to the development of the new TOT and the Changemaker online course development.

PROGRAM IMPACT



388
Attendees



108
Graduated Participants



13
Business Ideas



6
Business Launched



1489
Female Participants



31
Local mentors
trained



17 (BTB 11 + SR 6)
Events and community
activities

MEET OUR TEAMS



Special mention to Phum Impact Siem Reap (SR) who after 1 year of operation decided to become independent and run their own initiative.

Meet the Phum Impact Battambang (BTB) team



TOUS PHEAKDEY
Co-Founder,
Head of Program



PIV THA
Co-Founder,
Head of Communication



VONG CHANTREA
Program and Events
Officer



TOURS SOBAN
Volunteer, Finance and
Administrative



CHOEUN SOPHEAK
Communication
Assistant

OUR TEAM

Melanie Mossard
Lead Trainer

Nipoan Chheng-Chavigny
Support Trainer

Sokhema Nara
Support Trainer

Vandara Sin
Support Trainer

Heang Lyhour
M&E support Trainer

SHOUT OUT TO OUR FORMER TEAM

Sek Chanbora
Seng Socheata
Olivia Hough



5. ENTREPRENEURIAL MINDSET



Not only the entrepreneurs can benefit from having an entrepreneurial mindset. In fact, learning about problems' root causes, prototyping, practicing problem-solving, or working as a team with limited resources, are 21st-century skills that are essential today in our workplace.

We are developing tailored curriculums to train NGOs staff, agriculture cooperatives, WASH young leaders, or anyone who is curious to grow their entrepreneurial mindset thanks to our challenge-based approach.

PROGRAM SUMMARY

VOICE

include.innovate.influence.



30
Applicants



20
Participants



10
Teams



50,000
EURO



11
Female Participants

Prototyping fund
- 1st winning Award 25k euros
- 2nd winning award 15k euros
- 3rd winning award 10k euros



8
Mentors/People
involved

2 - NGOs IN DIVERSITY - NOW-US AWARD CAMBODIA!



“Nothing about us Without Us,” or NOW-US! Voice in Cambodia wishes to recognize ongoing inspiring, inclusive initiatives from Cambodia that promote diversity and inclusion and trigger the self-empowerment of rightsholder groups and communities through the Nothing about us Without Us! (NOW-US!)



3 months pre-incubation program that consists of a Bootcamp, mentoring and pitching night that aims at strengthening the skills in operational management, financial management, design thinking, and advocacy skills related to 5 rightsholder groups.

OUR PARTNERS:



MEET OUR AMBASSADORS



Catherine Harry, A founder of “A dose of Cat.” She is a representative of Women facing violence, exploitation, or abuse.



Yeang Sethsamprathna, Senior technical specialist at VSO. He is a representative of vulnerable youth and elderly.



Kuy Cheng, co-founder of Inclusion+. He is a representative of People with disabilities.



Samin Ngach, Lawyer, and activist for indigenous people. He is a representative of Indigenous people.



Chhoeurng Rachana, co founder of Loveisdiversity and activist for LGBTI+ people. He is a representative of the LGBTI+ community.

PROGRAM ACTIVITIES:



Bootcamp
[Link Here:](#)



Podcast:
[Link Here:](#)



Documentary



Pitching



Music Video
[Link Here:](#)

PROGRAM IMPACT



30
Applicants



20
Participants



10
Teams



11
Female Participants



50,000 EURO
Prototyping fund
- 1st winning Award 25k euros
- 2nd winning award 15k euros
- 3rd winning award 10k euros



8
Mentors/People
involved



61
NPS Score
(Net Promoter Score)

MEET OUR TEAMS



- [Neary](#) is an online platform working to combat all the negative social norms and stereotypes for gender equality. Win the first place with their #IYOUAREBEAUTIFUL Campaign.



- [Saori Organization](#) is a non-profit organization that works for a society where people with disabilities have the opportunity to study skills, obtain decent employment, earn a living, and live a dignified life. Win the 2nd place with their capacity building and women with disabilities empowerment project.



- [SafespaceBTB](#) is a community project working toward creating a safe and creative space for LGBT youth in Battambang province. Win the 3rd place with their capacity building and space building project.



- [In the Pink](#) is an independent digital campaign that seeks to raise awareness of conceivably life-threatening warning signs during and after pregnancy and improve communication between women and their companions.



- [Untangle](#) is a digital campaign that aims to raise awareness on mental health and mental health issues in Cambodia and provide E-therapy to Cambodians.



- [HearUs](#) is a digital campaign to raise awareness on SOCIESC rights, create safe space, and empower voices of LBTIQWomen and inclusion.



- [Cambodia Association](#) of Hansen people of Cambodia is a non-profit organization working on promoting people with disabilities' rights, improving the quality of life, empowerment, promoting disability inclusion, strengthening access to justice, and promoting accessibility.

- Organization to promote KUI culture is a community project working on programs such as community mobilization, education and culture, legal section, and livelihood development for the indigenous people in Cambodia.



- [Save Vulnerable Cambodian](#) is a non-profit organization working together to eradicate poverty, create sustainable development of the environment, provide social justice, and promote fundamental human rights in a democratic society.

OUR TEAM

Pichmony Thay
Program Manager

Pich Pisethneat
Incubation Lead

Songhour Thav
Communication Lead

Bank Vath
Communication Lead

Vandara Sin
Creative Lead

Lyhour Heang
Extra Expert Mentor

Tithamatak Chhim
Trainers

Pengsan Huon
Trainers

Kosoma Kim
Trainers

Sokleang Taing
Trainers

5. IMPACT STORIES

Alumni - what did they become 5 later?

Sovan Srun, is the Co-founder of [Edemy](#), an Edtech company working to equalize access to quality learning for everyone everywhere.

She joined our EPIC program back in 2015 while Edemy was in its infancy. We provided the team with mentoring support and the first \$10K to start their entrepreneurial journey.

5 years later, Edemy has worked on developing eLearning platforms customized for their client's needs and localized for Cambodian learners, such as our [Unipreneurship Learning Platform](#) and [Sala Impact](#), and worked on their flagship product: Tesdopi.

[Tesdopi](#) is a competency-based learning app to help high school students excel in math and science subjects from Grade 7 to 12. Through the app, students can:



Diagnose: self assess their STEM proficiency by topic with 10,000+ competency-based questions.



Improve: master individual competency by watching tutorial videos and doing practices



Explore: appreciate the beauty of math and science by exploring the WHY of learning.



Since the launch of Tesdopi Premium January in 2021, Tesdopi has grown considerably.

Here is a snapshot:



From a UNDP Accelerator Lab's Experimental Study on the impact of Tesdopi, students who have actively used Tesdopi to complement their learning gain **22% HIGHER SCORES** on their monthly tests (Math, Physics, Chemistry) than those who do not.

**110,000
USERS.**

Over one year, their learners have grown 10x

30% AVERAGE

Monthly growth average of paid users

1.86 MILLION

lessons and exercises completed

**45 MINUTES
PER DAY**

Average time spent on the app by their users



Aside from the statistics, their students also love to share their journeys with them. Here is one of them:

Now they hope they will be able to reach many more students, teachers, and schools this year.

We can't wait to see the impact of the Edemy team in the next 5 years!

#ProudOfOurAlumni



6. THANK YOU TO OUR MENTORS

Since the beginning of Impact Hub Phnom Penh, our team has worked tirelessly with a pool of over 60 mentors. Thanks to their knowledge and hard work, our participants developed their skills in many fields, from financial understanding to sales & marketing and branding. Our team and alumni are forever grateful for their commitments to our work, and we would like to thank them for their time and support throughout the years.

DAKDAM2'S MENTORS:



Kann Kunthy
(Agriculture Expert)



Rithy San
(Finance Expert)



Seat Lykheang
(Mental health and Leadership Expert)



Nandakumar Krishnaswamy
(Entrepreneur, Angel Investor, Community Builder)



PEN Panchanak
(Inventory Management, Making business impact to community, Human Resource Management,)



Vannaro MAM
(Business analysis, Financial forecasting, Public relations)



Seyha IN
(Food Processing, Food Safety Compliance, Quality Management System)



Vandy Moug
(Research, Prototyping, Testing, Design)



Rotha Chhoem
(Finance, Marketing and Business Plan)



Bona Sam
Agriculture Value Chain, and Business Development Company/Institution: Conscience VC



Nipoan CHHENG-CHAVIGNY
(Business Development, Direct Sales, Project Management)



Melanie Mossard
(Go to market strategies, Growth strategies, Marketing, Partnership)



DUONG CHHOEURBVISAL
(Horticulture/ GAP certification / Network with GAP farmers and organisation)



Pisethneat Pich
(Incubation Lead)



Kheng chanbornei
(Agricultural/Food processing, Food Business Operation, Rice wine technology, Food chemical and microbiology, Food Safety Management System, Quality Management System, Food Research and Development)



DakDam Incubator | Growing Startups in Agriculture

KHMER TOURISM FOR THE FUTURE INCUBATOR MENTORS:



Natasha



Sokuntha



Chanbora Sek



Melanie Mossard



Cassandra Mok



Dara Dan



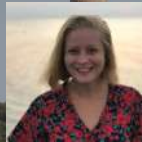
Elena Anton



Nikolai Schwarz



Emeline Benault



Heng Chan Panhavuth



Chan Socheat



Claire Perez



Anne Gerssen



Khaifiruddin
Ahmad Din



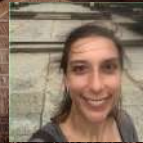
Jayni Gudka



Gabriel R. PEOU
(Rathanak)



Trevor Ranges



Dorothée Etienne



Sotheary Sao



Anne-Laure
Bartenay



Ameer Virani



Valentina Squitieri



Harold De
Martimprey



Sakib Mirza



Pete Ford



Vladimir Nodzak



SMARTSTART4'S MENTOR:



Chhoy Sokunthaneth



Hourn Chandevipha



Em Chanrithykol



Piseth Molly Rathnak



Teng Seavpor



Sovann Pisey



Chhy Sokuntevy



Chuob Vandy



Phoeurn Sophors



Nhor Sophea



Mirza Sakib



Dina Chanthan



Yin Mazatin



Song Hengjimmy



Yim Bunchhat

GRAND FINALE

14th January 2022

Cambodia

WINNER
Regional Tech Trip



SmartStart
Unipreneur Learning Platform



7. THANK YOU TO OUR PARTNERS

None of our programs would be able to exist without our amazing partners. Their support allows us to support our entrepreneurs throughout the years continuously. Their commitment to supporting our entrepreneurs has brought to light long-lasting relationships between Impact Hub Phnom Penh, our alumni, and our funders. Each partner, from either the private sector, international organizations, or ministries from the Royal Government, has allowed us to diversify our programs and continue our mission to build a more sustainable and innovative Cambodia by empowering and inspiring our youth!



HEKS
EPER
Bread for all.



សកលវិទ្យាល័យក្នុងមន្ត្រីកសិកម្ម
Royal University of Agriculture



“We are a community of creators. People come to Impact Hub Phnom Penh to build the future they want to see. What makes our community special is that we help each other succeed. We care deeply about Cambodia and are driven to create a positive impact through our work.”



Phnom Penh