



# Final Report

**Project:** Human and Hope Association Sewing Program

**Project Reporting Dates: From:** April 2017

**To:** February 2018

**Report writer:** Thai San, Director and Savdy Doeung, Vocational Training Coordinator

## Summarize Project

Our sewing program trains marginalised women over the course of 10 months. With their skill, they either set up businesses at their homes, work for sewing shops or make products for our organisation.

We aim for our sewing students to be making a minimum of \$60USD/month profit within one year of graduating from the program, and a minimum of \$90USD/month profit within three years of graduating from the program. This enables them to support their families, particularly the education of their children so that they have better opportunities for their futures.

Our deliverables are daily sewing training, weekly life skills classes, ad hoc workshops and microfinance loans three months into the beginner class.



Our advance students on their end of semester graduation day.

## Progress

This year, our sewing program has continued running well and completed successfully. We held the end of semester ceremony on 11<sup>th</sup> February 2018.

**Here are some major achievements:**

- 10 students completed our sewing course: six students passed the jobs to work as the seamstresses in town, which earn around \$80 to \$130 per month. Other four students set up their businesses at homes, which started to earn money through fixing and making clothes for their neighbors. Among all of them, one student joined our sewing collaboration and another one was hired to become our seamstress, making products for us, so they can earn more money
- 25 life skill lessons were provided following our curriculum such as child protection, family planning, women health, marketing and business management, and family happiness
- 10 students took out our sewing microfinance loans, so they begin to earn the money by using their skills by fixing or making clothes for their villagers and shops
- Our microfinance program has maintained a 100% repayment rate
- A refresher workshop has provided to our graduated students for another six months every Sundays in order to follow up and also to review the sewing lessons with them
- Two students were provided petrol allowances, so they can afford to join the class until they finished
- Our sewing collaboration has been working. Seven graduated students have joined and we had a few customers who order us to make products and uniform

**We have had a couple of setbacks with our program:**

- Two students are inconvenience to continue our advance class, because one students moved to live in different district, where is very far and another one was pregnant. But we still had 10 students in our program because we accepted one villager who used to learn basic of sewing to join
- We have an issue when we first started our sewing collaboration. Our seamstresses made some mistake with making the staff uniform order because it was new for them. However, they can fix them after the meeting and feedback from their team. They have learned from this and are more confidence



Our students learned life skill lesson.

### Staffing

We have two Sewing Teachers and a Vocational Training Coordinator. Our former Vocational Training Manager moved to Australia in January, and was replaced by a Coordinator in March. The former Vocational Training Manager still acts as an Adviser to Human and Hope Association, having regular phone and email conversations with the teachers; Coordinator and Director have the support they need. The following biographies are of the key staff members involved in the sewing program.



#### **Savdy Doeung | Vocational Training Coordinator**

Coming from a poor family, Savdy is passionate about the ensuring NGO's have a positive impact on their community members. Savdy recruits students, trains the teachers, develops the curriculum, conducts outreach, develops handicrafts and builds relationships with clients in Cambodia to ensure the sustainability of HHA. Savdy holds a Bachelor of Rural Development from the University of Battambang.



### **Chomrong Cherng | Sewing Teacher**

Chomrong graduated from the sewing program in February 2015. She came from a very poor background, and was only able to study until grade eight in school. Chomrong experienced domestic violence at the hand of her husband, however since she was hired as a seamstress, and most recently, a sewing teacher, she has reported that the violence and arguments have stopped. Chomrong has three young children, two of whom study at HHA. She teaches the afternoon sewing class, weekly life skills lessons, plans the harvesting of the sewing student farm, makes sample products for businesses and mentors the students so they can reach their ability.



### **Phalla Yorn | Sewing Teacher**

Phalla was just 17 years old when she joined the very first semester of HHA's sewing program in April 2013. At the time she was earning \$50 a month as a waitress, having dropped out of school in grade seven due to poverty in her family. Phalla was promoted to be a sewing assistant upon graduation, and was trained up by Seyla for two years before she was promoted to sewing teacher in 2015. Phalla teaches the morning sewing class, weekly life skills lessons, plans the harvesting of the sewing student farm, makes sample products for businesses and mentors the students so they can reach their ability.



### **Seyla Thoeun | Sewing Advisor**

Seyla is the former Vocational Training Manager at Human and Hope Association. Now living in Australia, he continues to support the sewing program by offering advice to the team and helping them develop new products for sale in Australia. He also volunteers with Human and Hope Association Incorporated, selling HHA's handicrafts at market stalls.



Our students learned how to make their final lesson, traditional tops.

### Budget

The fund has been used to pay for three staff members' salaries, a Vocational Training Coordinator and two Sewing Teachers. The salaries are differences from months to months due to petrol allowances, staff saving scheme, over time salaries and salaries increases.

	April	May	June	July	Aug	Sep	Oct	Nov	Dec
Vocational Training Coordinator	\$317.80	\$318.25	\$345.575	\$359	\$359	\$356.30	\$357.88	\$354.35	
Morning sewing teacher	\$138.95	\$140.15	\$140.15	\$148.70	\$151.30	\$148.20	\$150.18	\$159.50	
Afternoon sewing teacher	\$113.35	\$113.95	\$113.95	\$126.40	\$122.9	\$121.75	\$122.35	\$121.75	\$126.55

**Total Grants provided:** \$5,000

**Total Expenses:** \$5,028.235

**Copy of original budget:** *see attached invoices*

## Other Funding

We received a grant from the Rotary Club of Toronto to pay for class materials and student stipends. We have an ongoing grant from the Sumar Lakhani Foundation for sewing machine microfinance loans. Our funding for operating the sewing program in 2017 is secure.



Our graduate students joined their end of semester graduation ceremony.

## Milestones Current

Most of our goals have been achieved this year.

Our goals 2017	Achievements
<b>Sewing program</b> - Have a standard amount of students with min 5 and max 6 students in each classes	Yes, we have min 5 students in each classes and 10 students graduated from our program
<b>Sewing program</b> - Ensure that students can earn a profit of \$60/month within the first	<ul style="list-style-type: none"> <li>Six students have got the jobs and earn around \$80-\$150</li> </ul>

year of graduating	<ul style="list-style-type: none"> <li>Two students can earn around \$60-\$80 because they set up their businesses at homes and make products for us</li> <li>Two students are not sure yet because they set up businesses at homes and don't earn regularly. One has just graduated this month, so she will focus on her business more. Another one plans to work outside</li> </ul>
<b>Sewing program</b> - To improve the quality of teaching of our sewing teachers	Yes, we provided our sewing teachers with teaching methodology
<b>Sewing business</b> - To maintain good relationship with our consignment & wholesales order	Yes, all our customers are happy to continue working with us
<b>Sewing business</b> - Have new consignment and wholesales order	Yes, we have three new
<b>Sewing business</b> - Initiate sewing collaboration	Yes, it has been working. We have some customers and six graduated students joined



We provided the completion certificate to our graduate students.

## Milestones Future

Our goal 2018	Action Items
Have a standard amount of students with min 5 and max 6 students in each classes	-Recruit new students two months before the class
<p>Ensure that students can earn a profit of \$60/month within the first year of graduating</p> <p>Ensure that students can earn a profit of \$90/month within the first three years of graduating</p>	<p>-Find workplaces for our graduated sewing students</p> <p>-Talk to their families' members, especially their husbands about working outside</p> <p>-Teach them life skill following the curriculum effectively</p> <p>-Invite them to join sewing collaboration</p>
Increase the students' attendance rate by 90%	<p>-Review the students' rules every end of the month</p> <p>-Increase the students' class participation and attendance scores from 20 to 30</p>
Increase the quality of teaching and skill of the sewing teachers	<p>-Train teachers to teach more effectively life skill lessons</p> <p>-Train teachers on teaching methodology focusing on teaching technique, problem solving, and students' understanding</p> <p>-Send them to learn how to embroider on students' school uniform</p>
Have at least two new consignment and wholesales order	<p>-Email to hotels/shops to introduce products</p> <p>-Go to find in town</p> <p>-Do research on the internet</p> <p>-Follow up the old consignment shops</p>
Have at least five new customers for our sewing collaboration	<p>-Advertise to our friends through facebook</p> <p>-Go to meet the customer directly</p>



Our vocational training coordinator gave a speech to our graduated students on the ceremony.

## Opinion

Our sewing program has continued to progress well. We are proud that most of our goals have been achieved, especially, 8 of our graduate students are earned from \$60-\$150. We are trying to help the other two students to earn more income.

However, we faced some issues like we raised above. An issue of students drop out of school is out of our control due to their personal problem and through this we have learned from it and updated our application form. Another issue of recruiting students from further communes that they cannot afford for their transport, we have decided to provide them with the petrol allowance, so this way we can maintain the students in our program.

We would like to give a special thanks to the Forix Foundation for supported our sewing program as well as the empowerment in Cambodia. Without your support, we cannot empower the 10 women to earn a stable income, which result moving out of poverty bracket.

We look forward to working with you in the future.

## Stories of our graduate sewing students



### Tot Choy

*“After graduate, I want to work outside at the sewing shop. My big dream is to have a shop in the city and become a famous seamstress.”*

Choy has achieved her goal to work outside. After she graduates from our sewing program in September, she passed a job in a company as a seamstress, which she can earn \$120 per month.

### Cheat Solin

*“After graduate, I want to work outside at the sewing shop. My dream is to set up a big shop and become a famous tailor.”*

Solin is also achieved her goal to work outside. After graduate, she passed a job at a company as a seamstress. She also sews clothes for her neighbors and shops at home. She can earn around \$150 per month.





#### **La Salat – Advanced student**

*“After graduate, I want to work at the sewing shop, so I can earn money to support my family. In the future, I want to set up my own sewing shop and become a famous seamstress.”*

Salat has achieved her goal to work outside. After graduate, she got a job in town. She can earn \$100 per month.

#### **Sat Soeury**

*“As a woman, this sewing skill is very important for me. I can use this skill in my whole life to earn some money to support my family. After graduation, I will set up a sewing shop at home and in the future, when I have money I will set up a grocery shop as well”.*

Soeury set up her business at home after graduate from our sewing program. She used to join our sewing collaboration. She can earn some money through fixing and making clothes for her neighbors and friends, but her income is not regular. She plans to work outside as a seamstress.





**Tom Chenda**

*"I want to improve my current business and I will try to find more customers at the hotels and restaurants."*

Chenda set up her business at home. She fixes and makes clothes for her neighbors and friends. She also joins our sewing collaboration. She can earn around \$60-\$80 per month.

**Sreyleak**

*"After graduate, I want to work at a sewing shop."*

Sreyleak used to learn sewing at a school for a few years, but she could not use her skill because the school didn't teach her well. She decided to quit the class and joined our advance class.

She has just graduated from our sewing program, armed with full of sewing skill. She has achieved her goal to work at a sewing shop. She can earn around \$60.





**Hal Sann – Beginner student**

*“After graduation, I will set up a sewing shop at home and in the future I want to become a skillful seamstress.”*

Sann has just graduated from our sewing program and set up her business at home. While she was studying, she also working at the same time, so she didn’t have time to do her business. She now focuses on her business. She will promote to the villagers and sew clothes or products for the souvenir shops.

**Tin Sreythom**

*“I will set up a sewing shop after graduate and I dream is to become a famous tailor in my commune”.*

Sreythom has just graduated from our sewing program. She set up her business at home. Due to her great skill and attitude, we hired her as our seamstress, making products for us. She can earn around \$60-\$80 per month.





### **Hun Kert**

*“After graduate, I want to work in a sewing shop and in the future I want to become a sewing shop owner.”*

Kert has just graduated from our sewing program. She has achieved her goal to work as a seamstress at a sewing shop. She can earn around \$80 per month.



### **\*Sokha**

*“I dream to become a famous seamstress and I want to set up a sewing shop after graduate.”*

Sokha has just graduated from our sewing program. She has changed her goal from working at home to work as a seamstress at a sewing shop. She is working at the same place of her classmate, Kert. She can earn around \$80 per month.

*\*Sokha is not her real name due to our child protection policy.*

### **Tin Brech**

*“After graduate, I will sew the clothes for my villagers and other customers. I want to become a famous seamstress in the future.”*

Brech was graduated from our beginner class. Then she had to postpone the class due to her pregnancy. She was delivered of a son last three months. She is going to join our advance class in the future.



### **\*Kanha**

*“After graduate, I want to work as a seamstress in the shop and I want to become a famous seamstress in the future.”*

Kanha graduated from our beginner class. She could not continue our advance class because she had to move to live in difference district, which is far from HHA.

*\*Kanha is not her real name due to our child protection policy.*

