

20 February 2020

## **Scholarship 2019**

### **Impact and Evaluation Report**

#### Objectives & Measurement

The original objectives of the Scholarship were to:

- Inspire and coach selected students to become mission-driven leaders who can make a difference;
- Immerse them in an international English speaking environment to accelerate and improve their English language skills;
- Provide them with new skills and competencies;
- Give participating companies and volunteers the opportunity to actively take part in a global corporate social responsibility initiative.

Against this background, measurement of impact focuses first and foremost on the scholars, Chinda and Sreylang in 2019-20.

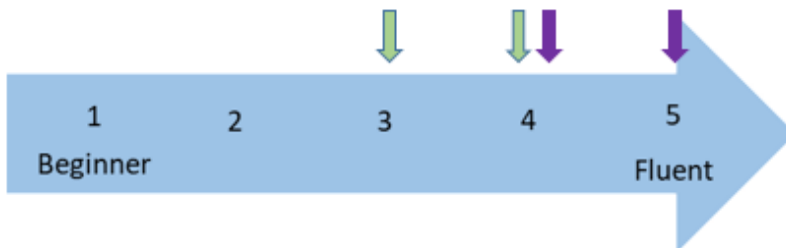
#### Plan:

- 1) English language skills
- 2) Personal development
- 3) Professional development
- 4) Did the scholarship meet our expectations?
- 5) Secondary benefits
- 6) Some lessons learned
- 7) Acknowledgements

We developed a number of qualitative and quantitative tools to measure these metrics and a full list is included in Appendices.

## 1) Evaluation of English language skills

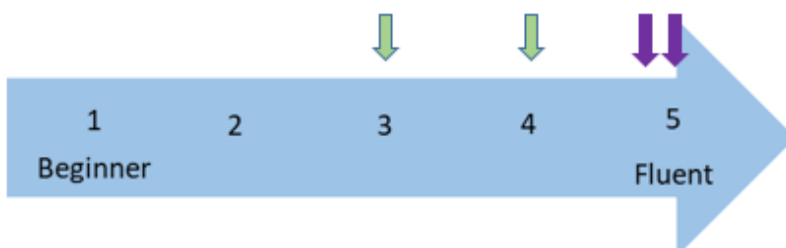
### ENGLISH SPEAKING



Chinda and Sreylang benefited from 4 weeks of English courses including 3 weeks in the intensive program.

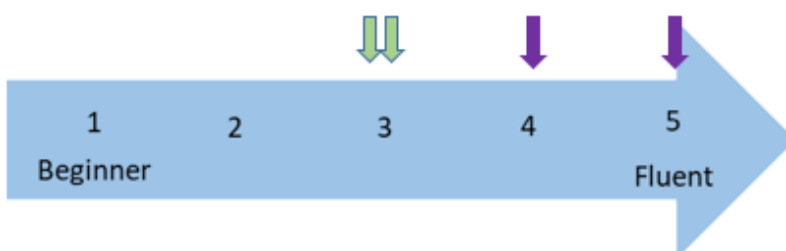
They were also immersed in an English speaking environment not only thanks to their host families but also during the work shadowing weeks.

### ENGLISH UNDERSTANDING



In 3 months, their level of English increased remarkably. Chinda wrote in her feedback questionnaire: *“My English language was improved because I practised a lot on speaking, listening, and writing. I could understand better and made me reflex to define a new word or phrase immediately during speaking”*.

### ENGLISH READING AND WRITING



On her side, Sreylang met a large number of people during her shadowing experience in the bank and in hotels with whom she was able to communicate and improve her English.

English's level **before** the scholarship in London ↓  
 English's level **after** the scholarship in London ↓

## 2) Professional Development

The image below reflects the wide and varied experiences that Chinda and Sreylang have been exposed to during their 3 months in London:



We asked Chinda and Sreylang to name professional skills they were able to acquire or improve during their scholarship. Here is their answer:

- **Teamwork**
- **Communication skills**
- **Management style**
- **Public speaking**
- **Adaptability**
- **Self-motivation**
- **Critical-thinking**

This year, we developed partnerships with **8 companies** to organize work shadowing for both Chinda and Sreylang. Five of the companies are international.

### What impact does work-shadowing have on our scholars?

The expectations of our students regarding the importance of this programme in their future professional life have been fulfilled. *See the details in Appendices.*

Examples of benefits thanks to the work shadowing in London:

- international experience is a great help on a CV, especially for Cambodian students who cannot travel abroad easily.
- from a career perspective, it could provide entry points in international companies that could possibly have subsidiary companies or partnerships in Southeast Asia.
- learning from the management and organisation of large companies.



*"If I get a job, I am sure I will apply what I have learnt from this work place to my career life"*

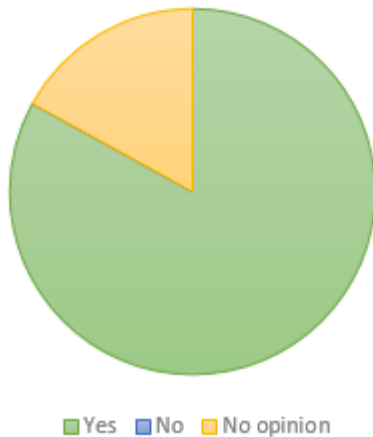
*"I have learned a lot of things related to hotel management. it is very useful for my career future"*



See Appendices for more details about their shadowing experiences' feedback.

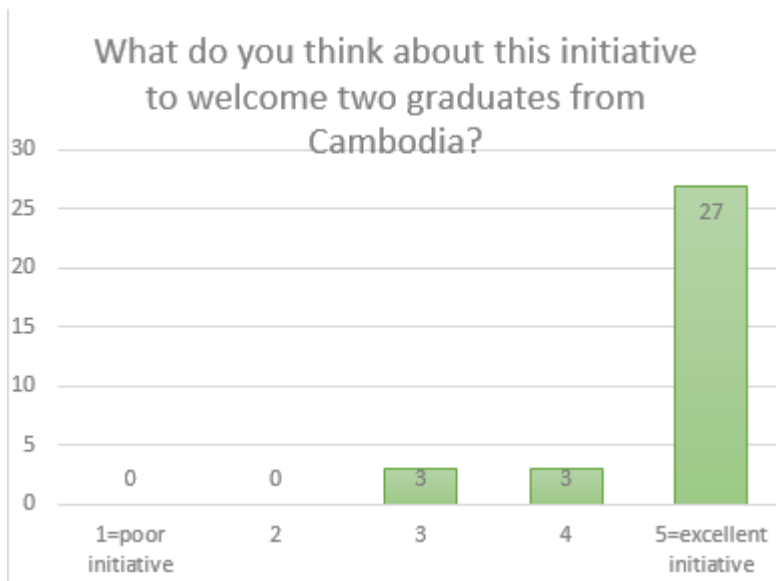
**What is the benefit of this programme for the companies involved?**

Would you like to renew this experience in the coming years?



**83%** of the employees involved would like to **renew the experience** and 17% don't have opinion.

What do you think about this initiative to welcome two graduates from Cambodia?



We also asked our participants to rate this initiative on a scale of 1/5: a score of **1** corresponds to a **poor initiative** and **5/5** corresponds to an **excellent initiative**.  
  
The final score is **4.7/5**.

For the companies, it is an opportunity to actively take part in a global corporate social responsibility initiative. It directly benefits their employees, as they feel that helping is rewarding and they get inspired by students who are determined to pursue their dreams despite their underprivileged backgrounds.



*"I like the fact that these students are being given a chance to change their lives and at the same time it is a useful learning experience for us too."*

*"[...] we also got to learn from them. The experience was very enriching and I would love to do be part of any future projects."*

*"It was a pleasure to have them on our desk. [...] Experiences like this help lift morale on the desk."*

*"This was a great experience for us and we would be happy to support your organisation in the future."*

### 3) Personal development

Our 2 students named two soft skills developed through this programme:

- **Communication**
- **Adaptability**

Indeed, our scholars have met a lot of people in London during their work shadowing experiences, talks at schools and leisure weekends. Chinda and Sreylang met 16 families living in London in three months.

- They both acclimatised to the British food and weather easier than initially estimated. Even if it is difficult to quantify, we think that their host families have an important role to play in their adaptation.
- One of our scholars felt that meeting families helped her to adapt easily in new environments.
- They both said that thanks to this scholarship, they are more outgoing and less shy than before.

- One of our scholars feels more comfortable now when she has to meet new people.

*To have the detailed results of this analysis, see figure 1 in Appendices.*

We asked our scholars what their expectations were for this programme before their arrival in London:



- My expectations are:
- Improve my English language
  - Improve my public speaking and know new people
  - Get new experience and learn new thing from job shadowing
    - Discover English cultures and lifestyle
    - Improve my interpersonal skills
  - Define myself which career that I love and suitable for my capacity
    - Be flexible and adaptable



I expect to get better English language, see tourism places in London, and dynamic experiences for my personal growth.

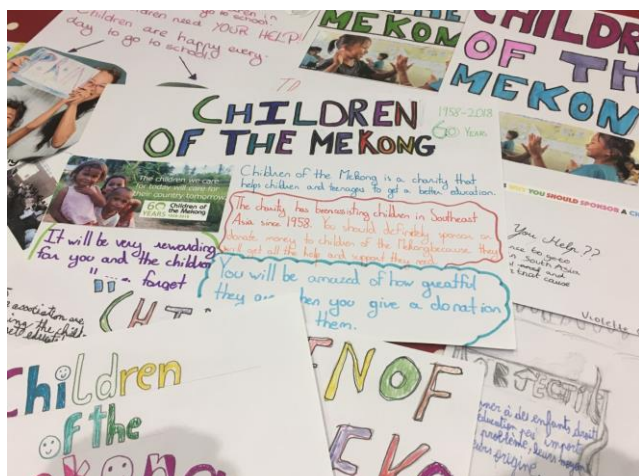
In the end-result, both scholars replied that our programme had met their expectations.

#### 4) Scholarship impact – secondary benefits

From the charity's perspective, the search for work-shadowing for our students has allowed us to **approach large companies**. Sending our scholars to these companies allows us to **gain visibility and create contacts**.

This year again, a lunch was organized at CA-CIB's premises in honour of Chinda and Sreylang during which they shared their stories. This is an **opportunity for the charity to share our education programmes** as well as how child sponsorship works. Two employees became child sponsors after this experience





Drawing from EIFA students for Chinda

This year we had the fantastic opportunity to organise a **screening of our 60 years' anniversary film "When I Grow Up"** at EDF UK, where we could also give a **short presentation of our child sponsorship programmes**.

The talks at schools were also a good way to increase our visibility among London families. The children were moved by the testimonies of Chinda and Sreylang. It opened their eyes to the difficulties faced by children in Southeast Asia to access education; something many had taken for granted previously.

The talks at schools have allowed us to raise awareness among **600+ children**. All the schools were delighted with our intervention and we hope to continue the partnerships with them.

Chinda and Sreylang are concrete examples of the impact of child sponsorships. After their return to Cambodia, we hope that their testimonies will **motivate all the other students** at Children of the Mekong's Centre Merieux in Phnom Penh to persevere with their studies and follow their dreams.

## 6) How could we improve this programme for the following years?

- 3 weeks of work shadowing in the field of study is a bit short. Both scholars would have preferred to spend more time in companies related to their interest.
- 3 weeks of work shadowing in the bank may be too long given that none of them had any knowledge in finance.

## 7) Acknowledgements

First and foremost, Children of the Mekong is hugely grateful to our sponsor CA-CIB for this third edition of the London Scholarship Programme. Thank you CA-CIB for giving our charity this amazing opportunity and for your support over the past three years. This year again, you have shown huge commitment, dedication and passion and we cannot thank you enough.

The 8 companies who welcomed our scholars for job shadowing experiences. You significantly contributed to making the Scholarship a success and we are really grateful. Thank you for your time and for giving them this opportunity. We could not have wished for better partners.

In addition, this programme wouldn't have been a success without the incredibly warm, welcoming and generous host families who opened their homes and hearts to Chinda and Sreylang throughout their London experience.

To all the **people who welcomed** Chinda and Sreylang for a weekend or a visit: a deep thank you for your kindness towards them. Thanks to you, they returned to Cambodia with many wonderful memories.

Our scholars have also had the great opportunity to share their stories in several **London schools**. Thank you for helping us organise these testimonies and thank you to all the children and teachers who participated. We hope the experience was rewarding and look forward to a long and fruitful partnership.

We are also grateful to **Justice Au Coeur** of the Lycee Francais Charles de Gaulle who were the first to embrace our programme in 2017. Thank you for your support and for the wonderful partnership that we have been developing over the past three years.

We are also immensely grateful to the **French Chamber of Commerce** for leveraging their network on our behalf.

It was a pleasure to work with all of you on this project and we look forward to continuing working with you and further developing our partnership in 2020.

With very best wishes

Eugenie Munakarmi  
COO  
Children of the Mekong



**THANK YOU!**





## Appendices

### Assessment tools

A combination of qualitative and quantitative surveys and questionnaires were used to gather feedback. This included:

- A general questionnaire and final interview of the scholars prior to departure to Cambodia
- Every 2 weeks, a blog testimony focusing on every-day life experiences and feelings
- Feedback questionnaires from corporate participants at the end of the shadowing period
- Feedback questionnaire from Chinda and Sreylang at the end of each work shadowing experience
- an essay by Chinda and Sreylang relating their professional experiences in London to their field of study and knowledge.

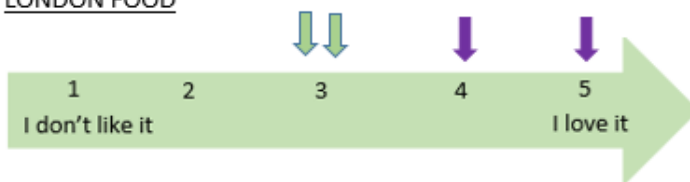
### Professional Exposure

Companies	Industry	Department Exposure	Chinda	Sreylang
<b>Credit Agricole CIB</b>	Finance	Sales, trading, HR, Communications, Strategy, IT, legal	12 days	12 days
<b>Barclays</b>	Finance	Finance, support services	1 day	1 day
<b>Chrysalix technologies</b>	Sustainability	Innovation	1 day	/
<b>Bouygues UK</b>	Sustainability	Sustainable design,	5 days	/

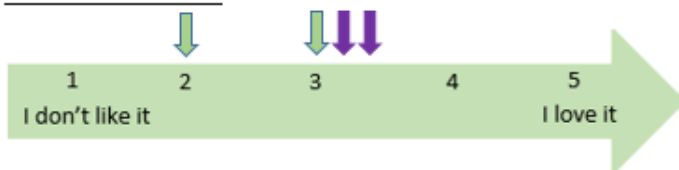
		construction		
<b>EDF UK</b>	Sustainability	Bluelab (innovation), Sales and marketing	5 days	/
<b>Safe air quality</b>	Indoor air quality testing	testing, assessment, monitoring	3 days	/
<b>The London Hilton Metropole</b>	Hospitality	Front of House, Finance, HR, Housekeeping, Food and Beverage	/	7 days
<b>The Dixon</b>	Hospitality	Front of House team, HR, Food and Beverage, Head of Department, Reception	/	10 days
<b>Total days</b>			<b>27</b>	<b>30</b>

### Pre vs post questionnaire – results

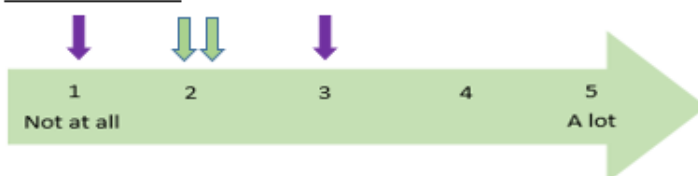
#### LONDON FOOD



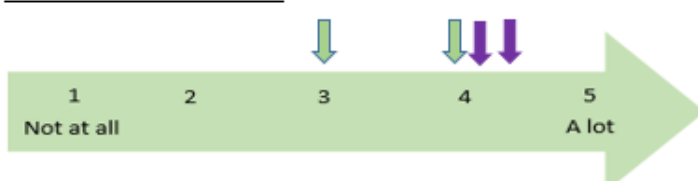
#### LONDON WEATHER



#### HOMESICKNESS

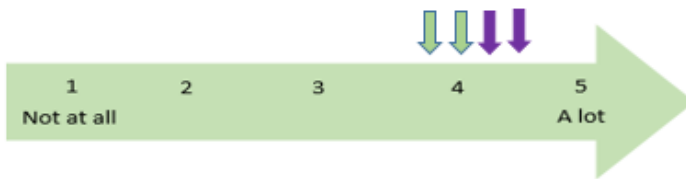


#### LEVEL OF ADAPTABILITY?

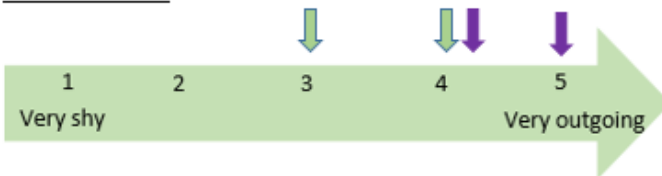


Estimated level **before** the scholarship in London ↓  
 Level felt **during** the scholarship in London ↓

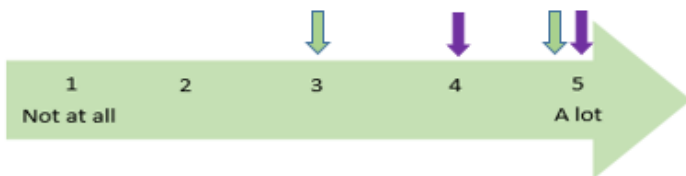
CONFIDENT TO TRAVEL ON YOUR OWN?



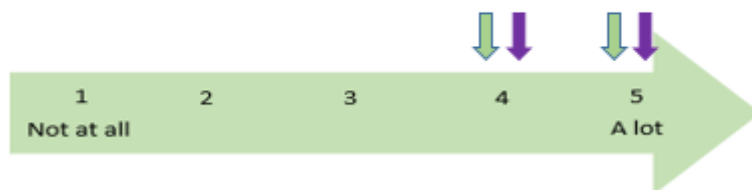
PERSONALITY



EASE TO MEET NEW PEOPLE



HOW THIS SCHOLARSHIP WILL HELP YOU IN YOUR FUTURE PROFESSIONAL LIFE?



**Feedback about the work shadowing:****Sreylang's feedback:**

CA CIB: "I think that all of that knowledge is very useful for the operation not only in the bank but in other industries. [...] I feel very lucky to have this great chance to discover a big company like CACIB bank as a global bank which has many departments."

The Dixon: "I have communicated directly with the guests and helped them. So it was very good to practise English with the guests professionally."

London Hilton Metropole: "I have learned a lot of things related to hotel management. It is very useful for my career future [...]. This is a great opportunity for me because I have got new knowledge of the standard of the hotel in London."

**Chinda's feedback:**

EDF UK: "Honestly, I was interested in all sessions for this shadowing week. {...} Personally, I think it was useful for me for my future career since I want to work in that area. If I get a job, I am sure I will apply what I have learnt from this workplace to my career life."

CA-CIB: "I really enjoyed having work shadowing at CACIB. Even though it was not related to my skill, I could obtain new knowledge from this job shadowing and also meet new people from different skills, different ideas and different mind-set."

Bouygues UK: "I will apply what I have known and learnt here into practice when I come back to my country including the ways of working and communication, the ways of thinking, entrepreneurship concept, and sustainable business. I want to help my people have a better life as well as develop my country. "