



ANNUAL REPORT



2024



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OUR MISSION

An inclusive society free from poverty and inequality.

OUR VISION

To transform lives of impoverished children and those in marginalised communities by providing access to education, healthcare and sports, nurturing future community leaders and creating positive social impact.

ISF 2024 IMPACT & ACHIEVEMENTS

EDUCATION



100
NEW STUDENTS

ISF in 2024 doubled the intake of catch-up students compared to previous years

50/50
GENDER PARITY

in ISF's Education Programme



30
ISF STUDENTS

exited the programme with stable jobs, moving closer to long-term financial independence

93%

of students who graduated high school in 2024 plan to attend university

FOOTBALL

10,000+

Direct & indirect beneficiaries of our Football Programme.

38% GIRLS

and young women directly engaged in Football in 2024



227
TRAINERS

trained on our social impact programme

29 COACHES & PLAYERS

built careers in football after taking part in ISF's Football Programme.



LETTER FROM ISF'S CHIEF EXECUTIVE

“

**"Together, we are not just
changing lives —
we are shaping the future."**

Dear Friends,

As we reflect on 2024, I am filled with immense pride in the progress and impact we've achieved together at ISF Cambodia. Thanks to the support of our donors and volunteers globally, we have continued to **transform the lives of children and families** in marginalised communities, offering them access to education, sports, and a future filled with hope.

This year, we reached a remarkable milestone. In November, we were able to double our efforts and welcome **100 new students** into our Catch-Up Programme—that means 100 children taken off the streets and given the opportunity to follow their dreams. This incredible achievement was made possible thanks to our dedicated donors and supporters, whose generosity is shaping the future of so many young lives.

Our students continue to excel beyond the Catch-up Programme, with a dropout rate of just 5.8%, significantly lower than the national average of 11.1%. Remarkably, **every single student who completes high school through ISF goes on to university or secures stable, meaningful employment**—demonstrating the long-term impact of our holistic support.

Our Football Programme has expanded, now providing opportunities to **4,688 players and coaches of all abilities**, while our Community Development Projects and sustainability initiatives continue to strengthen families and protect our environment.

Additionally, 2024 marked a significant expansion for **ISF Cambodia as we established a foundation in the USA to raise more funds**. This step allows us to connect with more supporters and spread awareness of our mission.

As part of our efforts to strengthen our presence and grow our global community, we unveiled a new website designed to make it easier than ever to stay informed, take action, and support our mission. This year, ISF organized **its first-ever cycling challenge—a remarkable 250 km journey from Phnom Penh to Siem Reap**. This event brought together **20 dedicated participants, including Olympic gold medalists Sir Chris Hoy MBE, David Smith MBE, and Jason Queally MBE**, raising significant funds and awareness to further ISF's mission.

The resilience of our students, the dedication of our team, and the invaluable generosity of our supporters inspire us every day. Together, we are not just making a difference—we are transforming lives, building stronger communities, and creating a future where every child has the right to learn, grow, and dream.

With heartfelt gratitude,



Vicheka Chourp
Chief Executive
ISF Cambodia

DONORS & PARTNERS APPRECIATION

This is All Thanks to You!

While we may not be able to name each and every one of you, our deepest gratitude goes out to our incredible donors, supporters, and volunteers.



COMMON GOAL



Johnson&Johnson

Julius Bär
FOUNDATION



PEMBERTON INVESTMENTS PTE LTD



**SLAUGHTER
AND MAY**



GLOBAL PRINCIPAL PARTNER





At ISF Cambodia, our impact is made possible through the powerful connections between donors, partners, volunteers, and the communities we serve—all united by a shared vision of transforming lives through education, sport, and opportunity. Together, we are creating a future where every child has the chance to dream, learn, and grow.

Kanha, ISF Football Coach
and University Student



KANHA'S STORY

Kicking Down Barriers Through Education and Football

Kanha, a 20-year-old ISF football coach, is a **powerful example of girls' empowerment in Cambodia's football community**. Coming from a disadvantaged background, she moved from a rural province to Phnom Penh in 2015 in search of better educational opportunities.

That same year, she joined ISF's Education Programme, and in 2016, she was introduced to ISF's Football Programme.

After years of playing and learning with ISF, Kanha took her first step into **coaching in 2022. She quickly discovered her love for the role**, embracing the opportunity to develop leadership skills and inspire young players.

Beyond coaching, Kanha has taken on multiple roles at ISF. She worked as a librarian in ISF's libraries, where **she supported students in their learning journey, helping them develop literacy skills and fostering a love for reading**. These experiences further strengthened her ability to mentor and support young learners, equipping her with valuable skills in education, organization, and leadership.

As a coach, **Kanha has taken on greater responsibilities, growing both personally and professionally**. Coaching has helped her improve her **public speaking skills, build confidence, and achieve financial independence**, enabling her to support herself and her family.



ISF gave me a job opportunity, allowing me to earn money to support myself and my brother.

At the same time, Kanha is attending **university** and begun her first year studying **Business Management**—a field she deliberately chose to prepare for her future.

"I really appreciate being a university student as I always gain new positive experiences and learn so many new things."

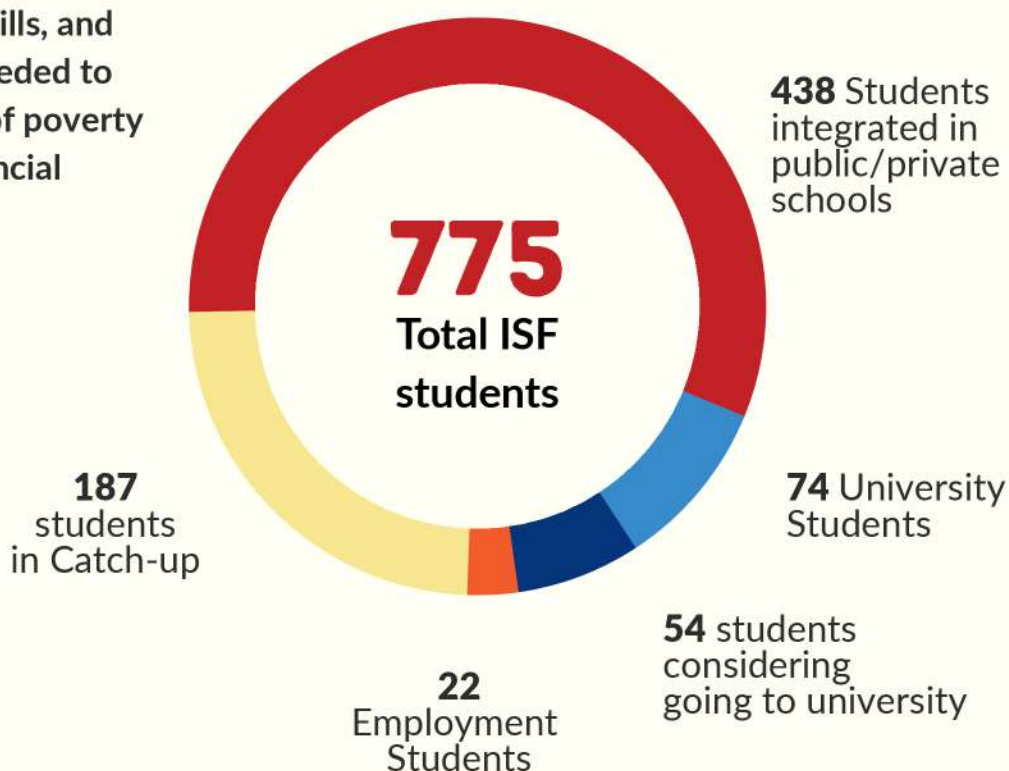
With **10 years of ISF's holistic support**, Kanha has thrived in multiple areas of her life, **turning her passion for football into a career while continuing to pursue higher education**. She is not only building her own future but also paving the way for other young girls to follow their dreams in sports and beyond.



EDUCATION PROGRAMME

Long-Term Commitment to Success

At ISF Cambodia, education is more than just attending school, it's a long-term commitment to guiding each child from primary education to stable employment. We support each student for more than 10 years, ensuring they receive the resources, skills, and opportunities needed to break the cycle of poverty and achieve financial independence.



Latest Highlights

30
ISF STUDENTS
have secured stable
employment in 2024

6
ISF GRADUATES
have completed
university

Most ISF university graduates
earn
6 TIMES MORE
than their family income ¹

¹ ISF 2023 Survey.

Our Education Programme operates in Phnom Penh, with two education centres located next to the communities we serve. This proximity ensures that children have safe, accessible learning environments where they receive high-quality education and essential support.

We provide:



ESSENTIAL SUPPORT

Uniforms, school materials, meals, healthcare, and family assistance.



SKILLS DEVELOPMENT

English, computer training, and extracurricular activities.



ACADEMIC EDUCATION

Reducing dropout rates and ensuring long-term engagement.



CAREER PATHWAYS

Counseling for higher education and stable employment.

BREAKING THE CYCLE OF POVERTY



CATCH-UP PROGRAMME

A Second Chance

For children who have never attended school or dropped out, our **accelerated learning programme** (two years in one) allows them to catch up and reintegrate into state schools.



SCHOOL INTEGRATION PROGRAMME

Ensuring Continuity

After completing the Catch-Up Programme, students receive **ongoing support in public and private schools** (including fees) to ensure academic success and prevent dropouts. Students also benefit from **extra classes** at ISF education centres, **counseling and mentorship**, **internships** and **study trips** that expand their knowledge beyond the classroom.



HIGHER EDUCATION & EMPLOYMENT PROGRAMME

Beyond Graduation

We provide **university scholarships**, **vocational training**, and **career support**, ensuring students transition smoothly into **stable employment** and **independent living**.

Catch-Up Programme

In 2024, ISF's Catch-Up Programme has supported 187 children aged 8-11 who were previously unable to attend school due to poverty. In just 12 months, students learn up to 2 years of the national curriculum, enabling them to catch up and transition into public schools.

**187**

students enrolled
in our Programme

**96%**

students attend
classes regularly

**53**

students successfully
integrated into public
and private schools

**96%**

students passed
exams and advanced
two grades

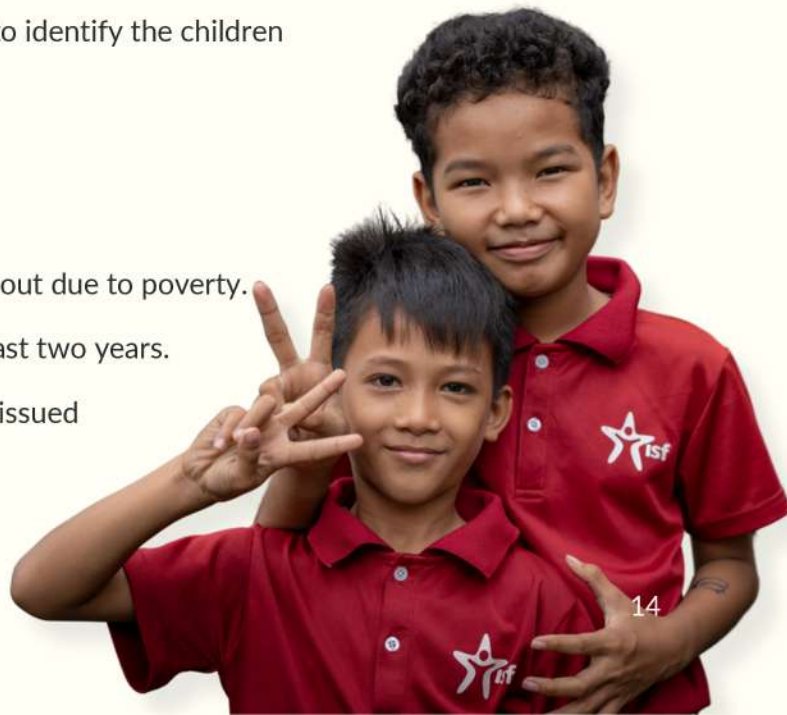
Doubling Our Impact: Welcoming 100 New Students in 2024

In November 2024, ISF doubled its efforts to provide quality education by welcoming **100 new catch-up students** – out-of-school children eager to learn. Among them, **63 had never attended school** before, highlighting the urgent need for educational support. **With over 500 applications received**, the demand in our communities remains high, reinforcing our commitment to ensuring that every child gets a **second chance at education** and a brighter future.

Our team follows a thorough selection process to identify the children and families who need support the most.

We prioritize children and families who:

- ✓ are aged between 8 to 11 years old.
- ✓ have never been to school or have dropped out due to poverty.
- ✓ have been living in our target areas for at least two years.
- ✓ have a Poor ID or Poor Confirmation Letter issued by local authorities.



SREY DA'S STORY

From Fragile Beginnings to a Future Full of Strength and Promise

Srey Da* joined ISF in November 2023 in poor health, underweight, and requiring close monitoring.

Since then, she has grown into a **bright and active student**, showing enthusiasm for learning and sports.

Though initially nervous about getting hurt, she enjoys **football** and loves her **yoga** classes, finding them refreshing.

Srey Da has made remarkable **strides in English**, advancing from knowing just the alphabet to reading books, holding basic conversations, and presenting herself confidently.

“

“Khmer is my favorite subject because I really like reading and writing, and I'm pretty good at it, too.

When it's break time, I have fun playing with my friend.

I'm always happy to go to school every day because I love learning new things.

Learning is important to me because it helps me know more.”



*Names of children under 18 years old have been changed.

School Integration Programme

After completing the Catch-Up Education Programme, students transition into public primary or secondary schools. Some students, through full scholarships or our partnership with the Academy of Careers and Technology (ACT), are able to attend private schools.

ISF continues to support all students on their educational journey through a **comprehensive, integrated model** that combines **academic guidance, financial assistance, and ongoing learning opportunities**. This includes **extra lessons in both core subjects and enrichment areas** such as English, computer literacy, and physical education. By addressing both academic and personal development needs, this holistic approach helps students deepen their knowledge, develop essential life skills, and stay actively engaged in their education.

**438**

ISF students in
public or private
schools



Drop out rate is
less than

50%

of state school
drop out rate*

**86%**

students passed
annual exams

**93%**

high school
graduates plan to go
to university

In 2024, dropout rates were 4.1% at primary, 15.5% at lower secondary, and 13.7% at upper secondary (MoEYS).

SOKHAN'S STORY

Against the Odds Sokhan's Fight for Education

Sokhan* joined ISF in 2022 at the age of 10, having been forced to drop out of state school due to his family's financial struggles.

At the time, he was only in grade 2, significantly behind his peers. Without intervention, his chances of returning to formal education were slim.

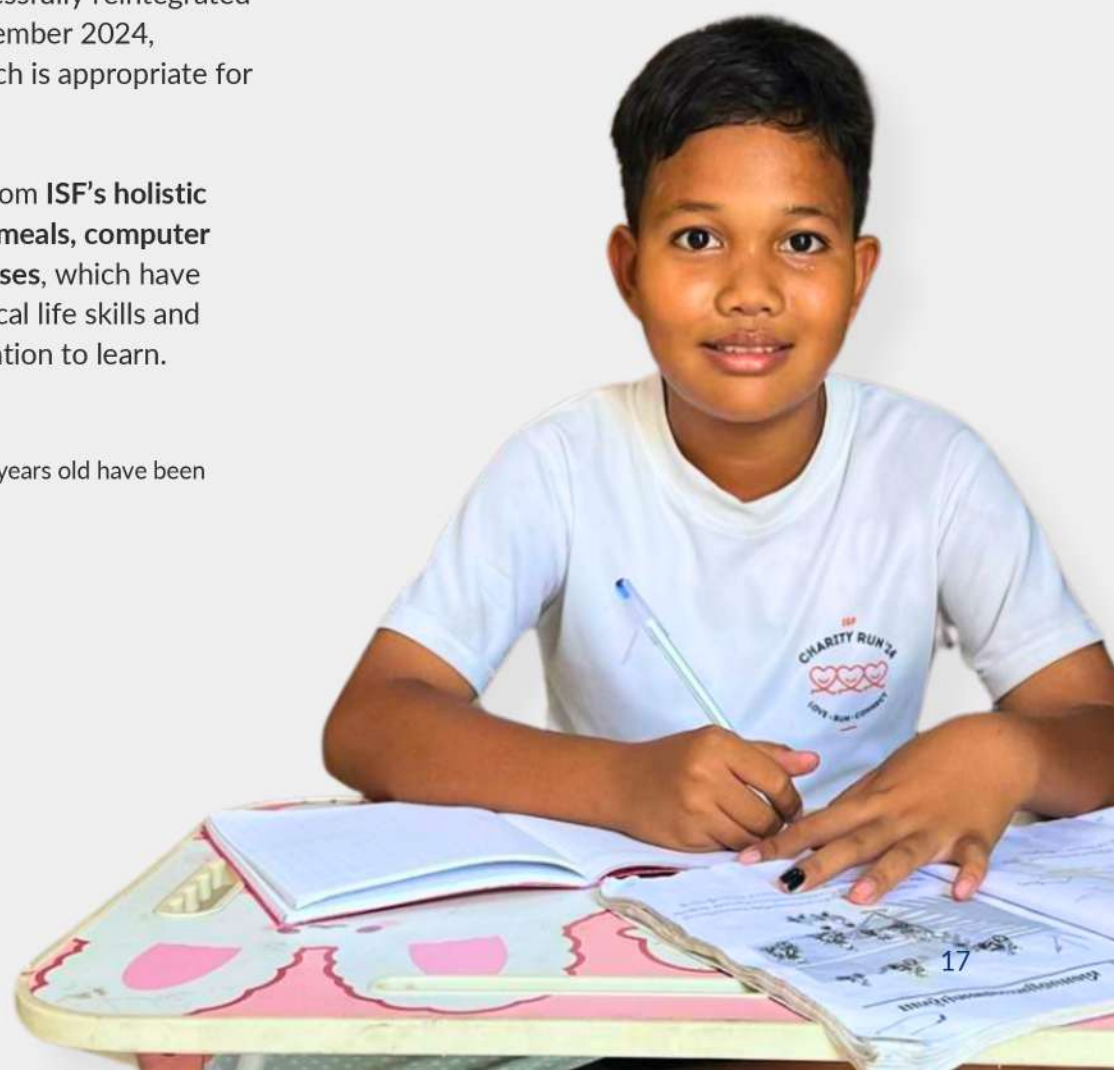
Determined to continue his education, Sokhan joined ISF's Catch-Up Education Programme, designed to accelerate learning for children who have been out of school. Over the course of two years, he progressed rapidly, **regaining his confidence and academic skills**. With the dedicated support of ISF teachers, he successfully reintegrated into state school in November 2024, enrolling in grade 6, which is appropriate for his age.

Sokhan also benefited from **ISF's holistic support, including daily meals, computer lessons, and English classes**, which have helped him develop critical life skills and maintain a strong motivation to learn.

*Names of children under 18 years old have been changed.

“

“I am so grateful for the opportunity to receive support from ISF. I am committed to studying hard to build a brighter future. My dream is to become a policeman.”





Future-Ready Skills

ENGLISH PROGRAMME

English proficiency is essential for higher education and employment in Cambodia. **473 catch-up and state school students** attend regular English classes.

Besides regular classes, we facilitate:

- **Exchange programmes** with mother-tongue volunteers and international students enhance real-world language practice.
- Innovative **English learning apps** to develop students' skills interactively.
- **Annual English Speaking and Singing Contests** to provide opportunities to showcase their language abilities and build confidence.

DIGITAL SKILLS

ISF equips students with **essential technology skills** for the modern job market. **357 Catch-up and state school students** are enrolled in our classes.

Catch-Up students learn **Microsoft Word, Excel, and PowerPoint**.

Older students gain hands-on experience in **design and coding**, skills in high demand globally and in Cambodia.

EXTRA-CURRICULAR ACTIVITIES

ISF students participate in diverse extracurricular activities, including physical education, yoga, football, and Khmer dance as well as a STEM and Life Skills Project, in which students gain essential skills and hands-on experience to succeed beyond school.



Food, Healthcare & Well-Being

For many ISF students, financial hardship and limited access to services mean that both healthcare and proper nutrition are daily challenges. At ISF Cambodia, we work to eliminate these barriers by ensuring every child receives essential medical care and regular nutritious meals in school and at home to support their health, development, and ability to learn.

Our comprehensive healthcare programme supports **ISF students and parents** by addressing both physical and mental health barriers. We provide:

BASIC HEALTHCARE

services, including vaccinations and regular check-ups.

MENTAL HEALTH

support with counseling and well-being workshops.

SPECIALISED CARE

through partnerships with local clinics and hospitals.

HEALTH AWARENESS

in disease prevention, including sexual health education and protection against mosquito-borne illnesses.

To avert hunger and ensure our students and their families have the nutrition they need, we provide:

FOOD PARCELS

with basic ingredients distributed to the families we support every month.

NUTRITIONAL SUPPORT

ensuring students and families have access to healthy food and supplements in case of malnutrition.

In 2024,

3,261

medical treatments provided by our nurses, ensuring urgent medical care they wouldn't otherwise receive.

21

students treated for malnutrition, ensuring they can grow and concentrate in school.

6,375

monthly food parcels distributed to help families struggling with food insecurity.



University Programme

EDUCATION

For ISF students, university is about survival, responsibility, and securing a better future for themselves and their families. Through hard work, education, and ISF's support, they are breaking the cycle of poverty and creating a pathway to lasting success.

Coming from families living in extreme poverty, many must work while studying to support their households and gain valuable experience to secure a better job after graduation.

In 2024, ISF provided **68 students** with the opportunity to pursue higher education, studying fields such as **civil engineering, architecture, IT, accounting, business management, and graphic design.**

To make university possible, ISF provides:

SCHOOL ESSENTIALS

Tuition fees, educational materials, and uniforms.

DIGITAL ACCESS

Laptops and access to English and IT classes.

FOOD SUPPORT

Monthly food parcels to ease financial strain at home.

COUNSELLING

Personalised career counselling and emotional support.

Many of our university students already **earn three times their families' income** through part-time jobs, allowing them to both provide for their loved ones and gain crucial work experience — a key factor in securing a stable, higher-paying job after graduation.

In 2024,

6

students graduated from university and are already working

68

students enrolled in higher education

84%

of students are working while studying, building critical skills

54

students planned to attend university in 2025

In 2015/2016, a milestone moment occurred when the first ISF student — a young woman — embarked on her university journey.

Since then, 121 ISF students have followed in her footsteps, pursuing higher education, with 18 proudly earning their university degrees and opening doors to brighter futures.



ប្រធាន ៖ មាន...
នេះដោយកេ...
...វិស័យគ្រប់គ្រងសម្រាប់សង្គម។ ចូរធ្វើការបេកស្រាយទស្សនៈ
...មកបញ្ជាក់។

I. សេចក្តីផ្តើម

គម្រោងគន្លឹះ

...ដែលអ្នកសិល្ប៍ទាំងអស់មិនចាំបាច់ស្គាល់នោះស្ថិតក្នុងចលនាបែបណាមួយនោះទេ
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Employment Support

Many students come from families dependent on their income, making stable employment an immediate necessity, not just a future goal.

In 2024, we supported **22 students** through:

VOCATIONAL TRAINING

or hands-on career skills.

CAREER COUNSELLING

and job readiness workshops.

JOB PLACEMENTS

in diverse industries.

In 2024, **30 students** secured stable jobs in different sectors, including service and retail, skilled trades, finance, education, digital media, public service, and professional sports.

100%

of students feel confident in their employability skills

100%

believe ISF lessons/workshops have been useful to find a job

100%

of surveyed alumni have stable employment

Of these students, 20 pursued university, earning \$266/month on average. Six left school early, while three entered the workforce after completing high school, earning on average \$225/month. One hardworking student graduated from vocational training and now she is already earning \$1,000/month.

All these students have transitioned from unstable, low-wage work to high-demand, well-paying jobs with long-term growth potential!

Giving back

ISF students and alumni play a vital role in giving back to the organization and their communities, with **76 individuals** currently engaged in various forms of support.

Many give back by sharing knowledge, donating, raising awareness, interning, or volunteering, **ensuring ISF's lasting impact and fostering a cycle of support and empowerment!**



The Transformative Power of Education

“

"I am Sreymey and I am studying Accounting at Aceda University of Business.

I lived with my grandparents since I was a very young child because my mother was a dealer at a casino. Our family was poor back then and only maintained by my mother's earnings and my grandparents' salaries.

I grew up in these circumstances, and **I realised that education was the key to changing my fate.**

I did not want to live the same life as my mother and grandparents, struggling to just make ends meet. Nevertheless, I was sure in my heart that it would be virtually impossible for my family to afford a higher education for me.

All this changed in 2013 when I joined ISF in Grade 1. ISF gave me opportunities that my family could not. They funded my education, gave me learning materials, uniforms, meals, healthcare and helped me gain the confidence to dream a better future.

With their help, I was able to stay in school, study hard, and learn the skills needed to succeed.

ISF didn't only provide me with an education, they provided me with hope. It allowed me to dream of a future where I could break the cycle of poverty and create a better life for myself and my family.

Now, as a university student, I am living proof that anything is possible with the right support and determination.

I currently work and can support my family, which cover about 35% of our needs.

Something I never could imagine myself doing when I was young. My family still suffers, but all is improved from before. I am happy that I am able to provide for them and pursue my studies.

I am grateful to ISF for giving me a chance to build a better future. **Their help not only changed my life but also allowed me to support my family and strive towards a better tomorrow."**



Measuring our impact

Education: a Pathway to Opportunity

At ISF Cambodia, we are committed to ensuring that every child has access to quality education and the tools needed to break free from poverty.

To measure the effectiveness of our Education Programme, we conduct **impact assessments**, evaluating student progress, dropout rates, employment outcomes, and financial stability.

The latest results from our 2023 biennial survey as well as from surveys conducted in 2024 demonstrate the transformative impact of ISF's holistic approach. We will **reassess these findings in 2025** to ensure we continue adapting and strengthening our support.

REACHING THE MOST VULNERABLE

Most ISF students come from families earning **less than \$75/month**.

40% of children who apply to ISF **cannot be enrolled** due to limited capacity - we ensure priority is given to those in greatest need.

HOW WE MEASURE OUR IMPACT



Regular **follow-ups by our social workers**, engaging directly with students, graduates, and families.



Annual/biennial surveys tracking education progress, employment rates, and financial stability.



Employer feedback surveys, ensuring that ISF graduates meet workforce expectations.



Partnerships with schools/NGOs to compare ISF students' progress with their peers.

This comprehensive approach enables us to **track long-term outcomes, adapt our support strategies, and continuously improve the effectiveness of our programmes.**

STABILITY

EMPOWERMENT

LEADERSHIP

Measurable outcomes

ISF Cambodia provides holistic support — education, life skills, nutrition, healthcare, sports and career guidance — to every child for more than 10 years. To this day, we have empowered **218 students to secure gainful employment and build brighter futures.**

100%

of ISF students graduating between 2019 and 2023 either **enrolled in university or secured stable employment** within a year

81%

of our **2019-2023** high school graduates **started higher education**

100%

of surveyed 2022 ISF alumni **have increased their salary by 24%** on average after 2 years

<6.5%

drop-out rate from 2019 to 2024 - **lower** than the 11.1% dropout rate in state schools in 2024 (MoEYS)

Our 2023 biennial surveys also track ISF graduates, ensuring we measure their long-term financial and employment outcomes. See results below.

\$480

per month. Average income of ISF university graduates, **6x their family's earnings.**

60%

of university students secure part-time jobs, gaining early **financial independence.**

Education is not always a linear journey, and not all students are able to finish high school. That's why we prioritise alternative pathways to employment.

\$269

per month. Average salary of ISF students who didn't complete high school, **27% higher than non-ISF peers** (\$211/month).

CAREER GROWTH

ISF students gain more **workplace advantages and promotion** opportunities than their non-ISF peers.

Beyond Education

ISF's Holistic Approach to Breaking the Cycle of Poverty

At ISF Cambodia, we go beyond traditional education by providing comprehensive support that includes:

- ✓ Meals and clothing for students and their families.
- ✓ Catch-up lessons to help students reintegrate into state schools from grade 6.
- ✓ Full coverage of school fees for state school and the Academy of Careers and Technology (ACT).
- ✓ Essential educational resources, including: English and computer classes; Access to libraries, Life skills training, Experiential learning trips, Physical education (PE), yoga, and Khmer dance.
- ✓ The Youth Role Model project, tablet-based learning, and health and well-being services.

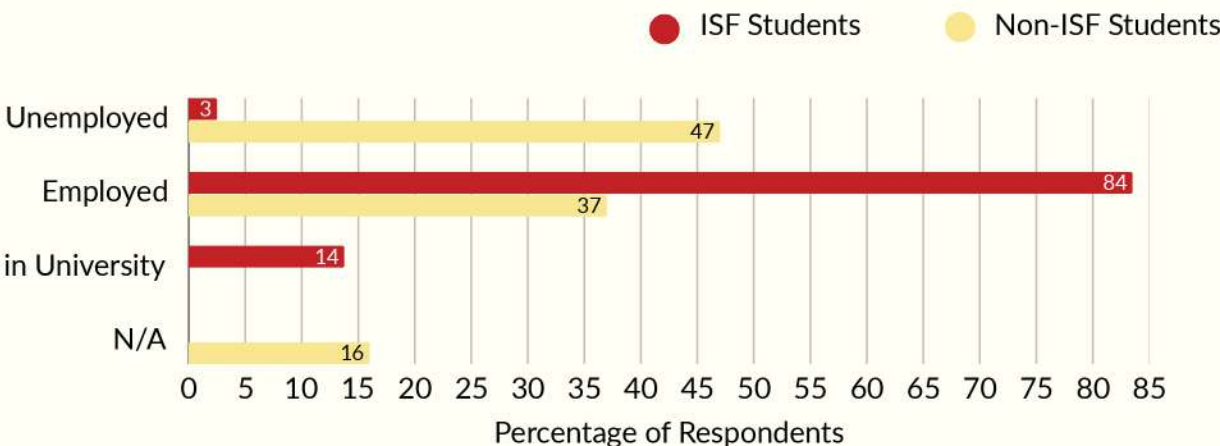
SURVEY RESULTS

279 ISF students ranked **English, computer classes, and library access**, as the most valuable services for **higher education and gainful employment**.

Employers value ISF's **career counseling, technical training, skills development** for workforce readiness helping ISF graduates stand out in the job market.

ISF Graduates vs. Non-ISF Students

A key indicator of our Education Programme's effectiveness is **how well ISF graduates transition into employment** compared to non-ISF students in the same communities.



These results highlight that **ISF students are far more likely to secure stable employment or pursue higher education than their peers** who do not receive ISF support.





FOOTBALL PROGRAMME

Empowering Youth Through Sport



4,443

players took part in our
Football Programme.

38% players are female

245

coaches/young leaders

44% are female

5,675

players were
coached by ISF
trained coaches.

Our Football Programme provides free access to football for marginalized youth, leveraging Cambodia's most popular sport to educate, inspire, and empower.

More than just a game, we offer structured training, tournaments, and a tailored social impact curriculum designed to **foster positive behavior change**. Through football, we address critical local issues such as gender equality and substance abuse, equipping young people with **life skills** that extend far beyond the pitch.

To measure our impact, we track key indicators such as participation rates, skill development, behavioral changes, and reintegration into education. Success stories from our players and increased community engagement further demonstrate the programme's effectiveness in **transforming lives**.

FOOTBALL

Football Training & Football for Social Impact

We provide weekly football training and/or monthly social impact games to 2,192 girls and boys of all abilities across Cambodia.

Our sessions create a **safe and inclusive environment** where children can have fun, develop essential life and soft skills, and enhance their physical well-being. Through ISF's football-based social impact curriculum, participants learn about critical issues such as substance abuse, equality, and inclusion, fostering **positive behavior change** both on and off the pitch.

99%

of surveyed players report increased confidence about their future employment prospects.

97%

of surveyed players feel their health improved since joining ISF's Football Programme.



2024 Highlights

ISF & LAUREUS SPORT FOR GOOD AT GUMBALL RALLY

In September 2024, 30 ISF football players took part in an exciting football activation event held during the iconic **Gumball 3000 Rally**—a global celebrity car rally known for combining luxury, entertainment, and philanthropy. Supported by **Laureus**, a global sports-based charity that uses the power of sport to end violence, discrimination and disadvantage, the event featured social impact games designed to teach life lessons through sport. These engaging activities focused on building **teamwork, inclusion, and problem-solving—core values that extend far beyond the football pitch**. A heartfelt thank you to Laureus and Gumball 3000 for giving our young athletes a platform to shine and grow.

TOTTENHAM HOTSPUR INTERNATIONAL COACHES

In 2024, ISF welcomed the visits of **Shannon Moloney**, Tottenham Hotspur Football Club's International Development Manager, alongside Tottenham Hotspur Global Development Football Coaches, **Tegan Burling** and **Lily Jervis**. Their high-energy training sessions and hands-on involvement brought expertise, motivation, and joy to players and coaches. By sharing football techniques, offering guidance, and joining matches, they created an unforgettable experience that reinforced football's power in fostering skills, teamwork, and personal growth.



CHANDA'S STORY

How Football Ignited her Passion and Transformed Her Confidence

Chanda*, an 11-year-old girl from Mondulkiri Province, Cambodia, discovered her passion for football through ISF Football Programme. Despite it only being a two-days event, her participation in **ISF Football Festival** has had a significant impact on her life.

Chanda's journey into football began with encouragement from her teacher. ISF Football Festival provided her with an opportunity to enhance her skills, particularly in controlling and dribbling the ball. The festival was a highlight for her, offering joy, confidence, and a sense of achievement. ▶

Playing football has improved Chanda's **health and well-being**. She feels healthier, runs faster, and acknowledges the benefits of physical activity. Her teacher's advice that sports contribute to good health has motivated her to stay active.

Participating in the festival boosted Chanda's **confidence** and helped her develop essential soft skills such as **leadership, teamwork, problem-solving, and resilience**. She felt happy and confident working as a team during the matches.

Chanda comes from a family of hardworking farmers who support her education. Despite her responsibilities at home, she **balances her studies, household chores, and football**. She looks forward to participating in more events like ISF Football Festival and sharing her positive experiences with her family.

FOOTBALL FESTIVAL

*Chanda was one of **419 young players** who took part in the **two-day football festival in Mondulkiri province**, guided by ISF coaches and local trainers. This event aimed to **expand access to sports** and play for rural children, providing them with a unique opportunity to engage in football in a fun and inclusive environment.*



**Names of children under 18 years old have been changed.*

Skills Development

COACH & COMMUNITY LEADERS DEVELOPMENT

ISF promotes the professional development of our **23 coaches and young coaches** nurturing their skills and expertise through various professional training in areas such as SEN (Special Educational Needs), First Aid, and refereeing.

In addition, we train **227 young leaders** in our football-for-good curriculum with the aim of creating a **scalable football-for-change model** which can be replicated throughout Cambodia.

YOUTH ROLE MODELS

ISF's Youth Role Models (YRMs) initiative aims to develop **crucial soft skills** in disadvantaged young people, including communication, leadership, decision-making, and teamwork. **20 YRMs** are selected from our Education Programme to serve as **mentors** for other children and youth while improving their **soft and employability skills**. ISF's YRMs undergo training on ISF's 12-topic social impact curriculum to deliver football-for-social-impact and physical education sessions to around 180 students in ISF's Catch-Up Programme.



CHARA'S STORY

Empowering Others as a Youth Role Model

Chara*, currently in grade 7, left her provincial state school to live with her parents, who work as a driver's assistant and factory worker in Phnom Penh. In 2022, she joined ISF's Catch-Up Programme, starting in grade three.

ISF has made a positive impact on her life, ensuring her **good health** with nutritious meals, medical care, and vaccinations. ISF also provides her with free English and computer classes, helping her gain **new skills**.

She participates in various programs like life skills training, environmental clean-ups school trips, and a youth role model initiative. She is hopeful and has high expectations for a brighter future.

Chara decided to become a youth role model to gain new experiences and share her knowledge with younger students. This role has boosted her **confidence, work ethic, communication skills**, and **teamwork** abilities.

*Names of children under 18 years old have been changed.

“

“I’ve learned that every challenge is a chance to grow.”

Helping others has made me more confident, and now I believe in a brighter future for myself and those around me”.



Football for All Abilities

ISF's Football for All Abilities Project tackles the marginalisation faced by youth with disabilities and HIV across Cambodia by providing inclusive sport-for-good initiatives.

Through regular football training, football-for-social-impact programmes, and special events, the project creates opportunities for these young athletes to participate, compete, and thrive.

As part of these efforts, ISF hosted an **All Abilities event**, bringing together players with diverse disabilities and HIV to engage in fun, inclusive games. The event not only fostered a sense of belonging but also raised awareness about the importance of **equal opportunities in sports**.

Additionally, **297 participants** took part in **ISF's All Abilities Football Festival**, which featured a full-day tournament specifically for deaf and hard-of-hearing players, alongside a half-day of engaging games and competitions.

These activities reinforced teamwork, confidence, and inclusion, demonstrating the power of football in **breaking down barriers** and **uniting communities**.



425

players with
disabilities or HIV
positive accessing
football activities



93%

players believe new
skills acquired during
the project will be
useful for their
future



VAN'S STORY

Breaking Barriers and Building Communities

Van* joined ISF's Football Programme in 2022, seeking not only a place to play but also a **community where he could belong**. As a deaf player, he found that ISF provided a vital space for athletes like him to come together, compete, and grow on equal footing.

For Van, football is about more than just winning. It is a platform for **learning, teamwork, and personal development**. He believes that tournaments like today's go beyond competition—they teach players how to collaborate, support one another, and improve both on and off the field.

Although he has experience playing as a goalkeeper, Van prefers the role of a defender, where he can actively contribute to his team's success. Through ISF's inclusive Football Programme, he has gained **confidence, honed his skills, and built meaningful connections** with other players who share similar experiences.

**Names of children under 18 years old have been changed.*



Football Events

AIA - ISF YOUTH LEAGUES

Bringing together nearly **1,860 players** from across Cambodia, this event stands as **the nation's biggest grassroots football competition**, highlighting the remarkable talent of young athletes and the transformative power of sport. In 2024, the league took place in Phnom Penh, Kampot, and Banteay Meanchey provinces, providing opportunities for youth to compete, grow, and connect. More than just a tournament, the event harnesses the power of football to instill essential values such as **teamwork, discipline, and sportsmanship**.

BATTAMBANG LEAGUE

We organised a Youth League in the remote province of Battambang involving **135 young players** who had the chance of participating in a safe and organised football league.

BOYS & GIRLS TOURNAMENTS

ISF Tournaments are the organisation's flagship events and the **largest annual football competitions** for young girls and boys from disadvantaged backgrounds. Bringing together over **600 boys** and **500 girls**, these tournaments provide a full day of organised football in a safe, supportive environment. More than just a competition, the events offer participants the opportunity to develop skills, build confidence, and experience the joy of the game, fostering **inclusion and empowerment** through sport.

COMMUNITY LEAGUE

We engaged **350 youth from marginalised communities** around the ISF Sports Ground, educating them on **healthy living and core values**, such inclusion, equality, and respect.





COMMUNITY PROJECTS

**Strong Communities
= Stronger Students**



At ISF Cambodia, we understand that a child's success is closely linked to their environment. Our Community Development Projects go beyond education, investing in family well-being and local neighbourhoods. By empowering caregivers, improving literacy, and creating economic opportunities, **we help build stronger, safer communities, ensuring ISF students can focus on their education in a stable, supportive environment.**

We implement a range of community-driven initiatives designed to enhance economic stability, reduce financial stress on families, and create safer living conditions for students. These efforts not only uplift families out of poverty but also contribute to a healthier and more resilient community.

We implement:

JOB TRAINING

job-focused training programmes help caregivers **develop skills** and secure **stable employment**.

LIBRARIES & LITERACY

projects foster learning, providing students and community members with **knowledge and growth opportunities**.

SOCIAL ENTERPRISE

provide **long-term economic sustainability**, supporting families while reinforcing ISF's mission.

By working within the communities where our students live, we create an environment that fosters **safety, stability, and opportunity**. Our holistic approach ensures that:

- Parents and caregivers have the **financial means** to support their children's education.
- Students' communities value **education** and provide safe spaces for growth.
- Families are equipped with the skills to **build independent, sustainable livelihoods**.



Libraries & Literacy

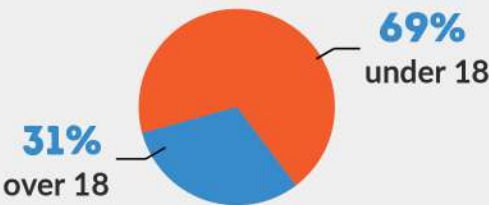
ISF Libraries are more than just bookshelves — they are community hubs. They foster literacy skills, cultivate a love for reading, and provide employment opportunities for local librarians.

Our **mobile libraries** bring books on motorbikes and tuk-tuks to even the most remote communities, ensuring that **no child is left behind.**

By bringing education into the heart of the community, we create **safe spaces for learning** and personal growth, helping students and their families enrich their knowledge and open doors to new opportunities.

Throughout the year,
22,989 VISITS
were recorded across our libraries.

In 2024,
2,666 READERS
were registered in our libraries
every month on average.



 **2,102 NEW BOOKS**
were added to our collection.



Economic Empowerment

SEWING TRAINING: GIVING FAMILIES THE TOOLS FOR A BETTER FUTURE

In 2024, we provided sewing training to **15 caregivers**, equipping them with valuable technical skills that open doors to stable employment.

Our training:

- Empowers families with **financial independence**
- **Prevents** children from **dropping out** of school due to financial strain
- Supports parents in building long-term, **sustainable income**

By giving caregivers the opportunity to learn a trade and earn a living, we help **break the cycle of poverty**, creating a more secure and hopeful future for ISF students.



C&A SEWING SOCIAL ENTERPRISE: A SUSTAINABLE SOLUTION

In 2023, ISF launched the C&A Sewing Social Enterprise (C&A), a business designed to empower caregivers while supporting ISF's long-term sustainability.

Our Social Enterprise:

- Provides parents of ISF students with a **stable income**
- Develops sewing and business skills, helping families become **self-sufficient**
- Creates a **sustainable revenue stream** to support ISF's Educational programmes

In 2024, our **team of three skilled tailors** worked tirelessly to **produce high-quality garments**, which are now available for purchase. To expand sales, we:

- **Renovated our store** to create a welcoming shopping space.
- Launched **online marketing** channels, including Telegram, Facebook, and TikTok.
- Built **partnerships** to expand visibility and reach.

This initiative not only provides **financial security** for ISF families but also strengthens the overall **economic stability of our communities**.



OUR COMMITMENT TO SUSTAINABILITY

At ISF Cambodia, we believe that education, sports, and environmental responsibility go hand in hand. A clean and sustainable environment is essential for the well-being of our students and the communities where they live.

That's why we integrate eco-friendly initiatives into our programmes, ensuring that ISF not only educates children but also instills a culture of environmental responsibility. Our efforts are guided by ISF's Environmental Policy, ensuring accountability for our ecological footprint and embedding sustainable practices into all aspects of our work. Key environmental initiatives include:

PLASTIC-FREE

Strict **no single-use plastic policy** at ISF premises and events.

RECYCLING

ISF has installed **recycling bins** to encourage proper waste disposal.

ECO SUPPLIES

Reusable water bottles; eco-friendly food packaging and cutlery at ISF events.

RENEWABLE ENERGY

Solar lights have been installed at football pitches and playgrounds, reducing our carbon footprint.

COMPOSTING

Organic waste is composted promoting urban **greening and sustainability**.



EMPOWERING STUDENTS, PLAYERS & COMMUNITY MEMBERS AS ENVIRONMENTAL ADVOCATES

Our **Life Skills Project** actively engages **100 secondary school students** in climate action and plastic reduction efforts through:

- **Workshops** on sustainability and waste reduction
- Community **clean ups** and group projects
- **Collective gardens** to promote urban farming and sustainability

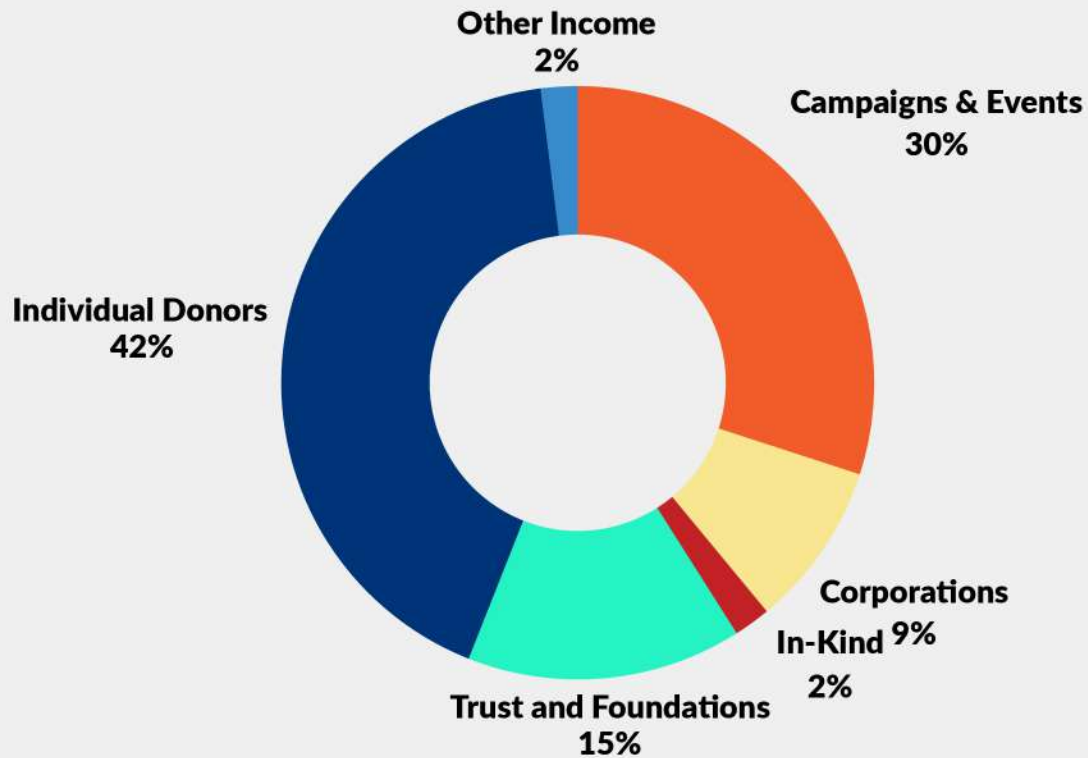
ISF students are not just learning — they are leading. Through their participation, they have become **environmental advocates** in their communities, inspiring their families and neighbors to adopt **eco-friendly habits**. Their passion has driven more people to join ISF's sustainability efforts, reinforcing the power of education in shaping a greener future.

We also integrated environmental protection topics, such as waste management, in our ISF Football for social impact curriculum **using football as a tool for environmental awareness!**

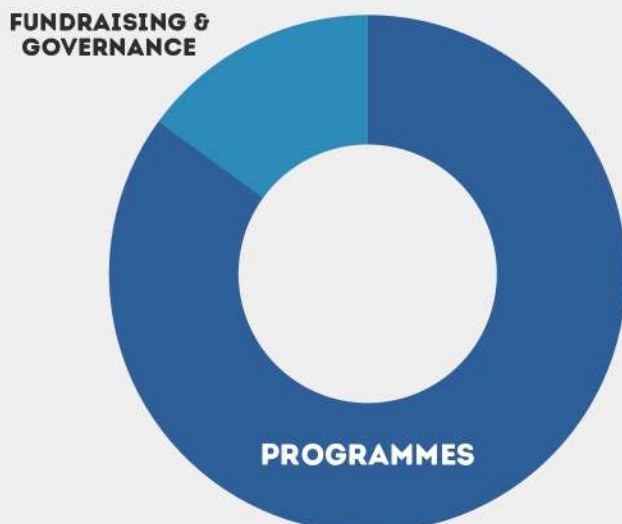


FINANCIALS

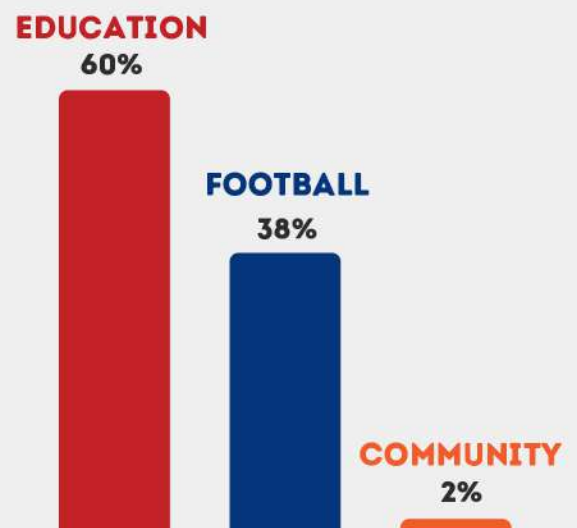
Source of Funds



Expenditure distribution



Expenditures by Programme



JOIN US!

DONATE

Online: Visit

<https://donate.isfcambodia.org/>

Bank Transfer: Contact us at info@isfcambodia.org for our bank details.

We are registered as a charity in **Cambodia, Hong Kong, Australia, UK and USA** and donations are **tax deductible**.

FUNDRAISE & VOLUNTEER

Launch a **fundraising campaign** to support ISF and impact the lives of Cambodia's most vulnerable children.

Interested in **volunteering** and **contributing to our vital work**? For more information, reach out to us at info@isfcambodia.org.

LEAVE A LEGACY

Leave a gift to shape brighter futures for generations and ensure the most vulnerable receive the support, education, and opportunity they deserve.

To learn more about **bequests**, contact us at info@isfcambodia.org.

STAY CONNECTED

Be inspired, and share with your network! **Follow ISF Cambodia on social media** and be part of the movement transforming children's lives in Cambodia.





ISF Cambodia is a registered charity in the **UK** (Charity No: 1115484), **Hong Kong, Australia** (ABN: 79 130 823 193), **USA** (EIN: 99-4529173), and **Cambodia**.

Donations are tax-deductible in these jurisdictions, subject to local regulations.

