MEASURING 20 YEARS OF IMPACT

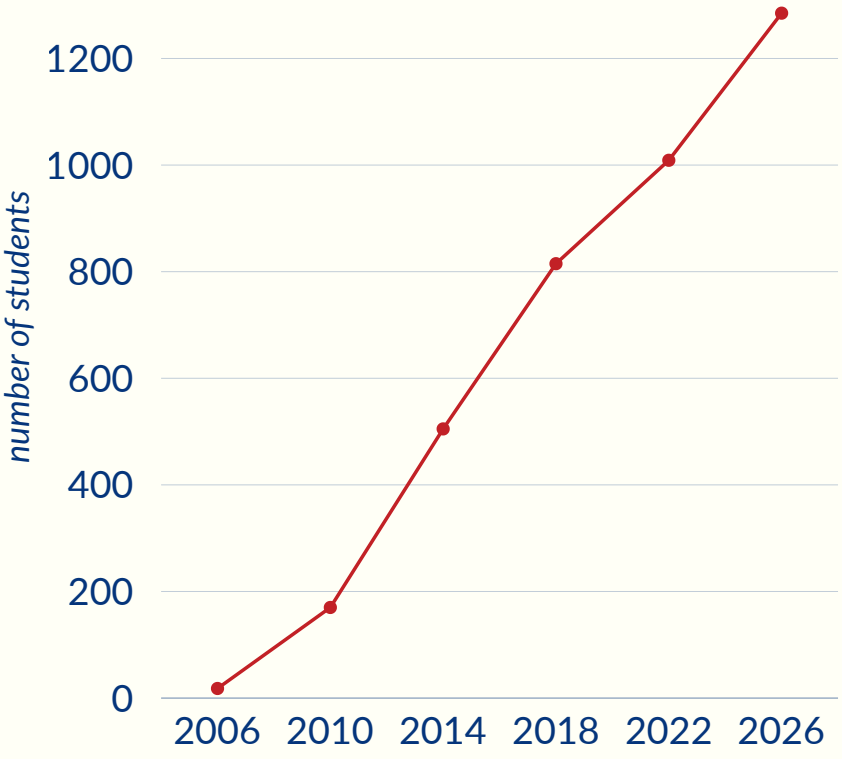
Education: a Pathway to Opportunity

At ISF Cambodia, we believe every child deserves the chance to break free from poverty through education.

Since 2006, **we have supported 1,285 children across two education centres in Phnom Penh, all from families facing extreme poverty**. ISF accompanies each child for more than 10 years, from their first catch-up lesson through to higher education, graduation and employment support.

With this support, ISF students are building the skills, confidence, and opportunities needed to transform their futures and uplift their families. The data below reflects the impact of over 20 years of ISF's work, demonstrating how education leads to meaningful employment and lasting improvements in quality of life.

Student Growth through the years



1,285

children supported through education since 2006

48%

are girls and young women

ISF'S EDUCATION SUPPORT MODEL

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

Extracurricular activities
ISF provides sports, life skills, and leadership activities, so students build confidence, teamwork, and communication skills in engaging environments.

Healthcare support
New students receive full medical check-ups, blood tests, and key vaccinations, while ISF 3 nurses and partner clinics provide regular check-ups, healthcare and awareness raising sessions.

Nutrition & family support
Every child receives two warm, nutritious meals each school day. Monthly food parcels are distributed to families to prevent malnutrition and reduce pressure on children to earn instead of attend school.

ISF provides healthcare support to ensure students are physically able to attend school and fully engage in learning. In 2025, **ISF nurses delivered 5,270 treatments,** highlighting the critical role healthcare plays in removing barriers to education and supporting children's overall wellbeing.

EDUCATION OUTCOMES

ISF's long-term, holistic support model (10+ years per child) translates into measurable educational attainment, workforce integration, and sustained upward mobility.

1285
Out-of-school children accessed free and accelerated education

Access to Education
For 20 years, ISF has provided out-of-school children with a life-changing opportunity: access education. Through accelerated learning and holistic support, students are able to join the appropriate grade with their peers and stay in school long-term.

<6.5%
ISF dropout rate — significantly lower than the 20% dropout rate in Cambodian state schools.

Drop out rate
ISF maintains a consistently low drop-out rate of below 6.5% (2019–2025) across all grades. According to Ministry data, drop-out rates reach 15.5% at lower secondary and 13.7% at upper secondary, showing how ISF's support helps keep vulnerable students in school.

80%

of ISF students passed the High School national exam between 2019 and 2025.

High School National Exam

ISF students achieve strong results in the National Exam, with pass rates ranging from 61% to 100% (2019-2025), including 87% in 2025. These results outperform target schools (71%–85%) and surpass the 2025 national pass rate (84.5%). Given ISF students' vulnerable backgrounds, this shows the effectiveness of sustained, long-term support.

84%

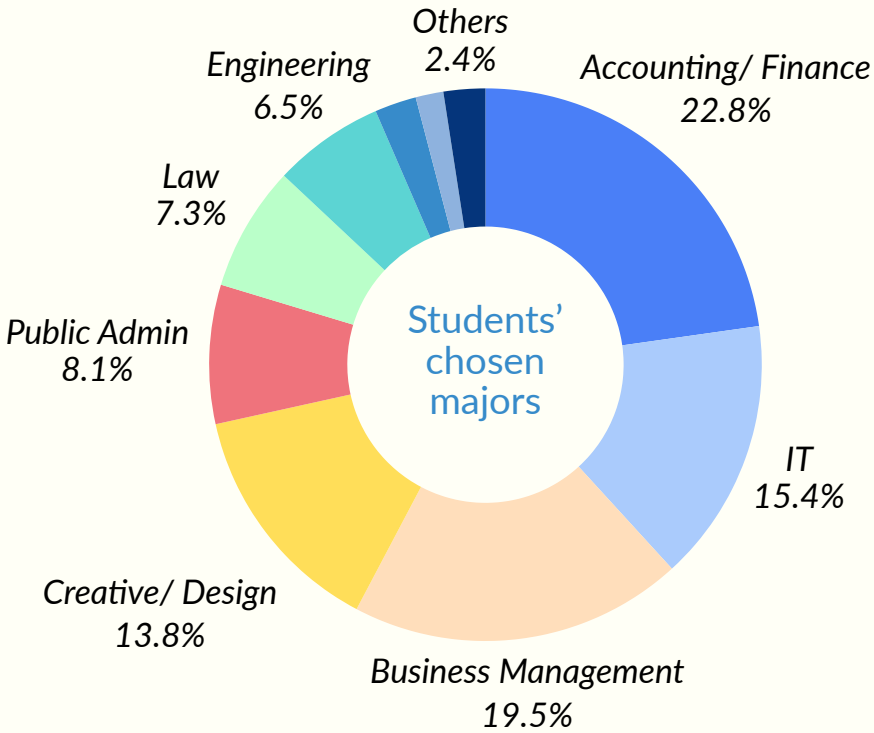
of ISF high school graduates enrolled in university (199 out of 237) — vs. 19% nationally.

University enrolment

Overall, 84% of ISF high school graduates went on to university, comparable to 85% at target schools, despite ISF students facing far greater socioeconomic barriers. Cambodia's national gross enrolment rate for ages 18–22 is just 19%. ISF students outperform their peers despite coming from some of Cambodia's most vulnerable communities.

University Studies

ISF currently supports 124 students in higher education with 89% pursuing bachelor's degrees and 11% enrolled in associate degrees. 79% are balancing both work and study, while the rest is focusing fully on their education. Among working students, many are already progressing in their careers, with several reporting promotions.



30

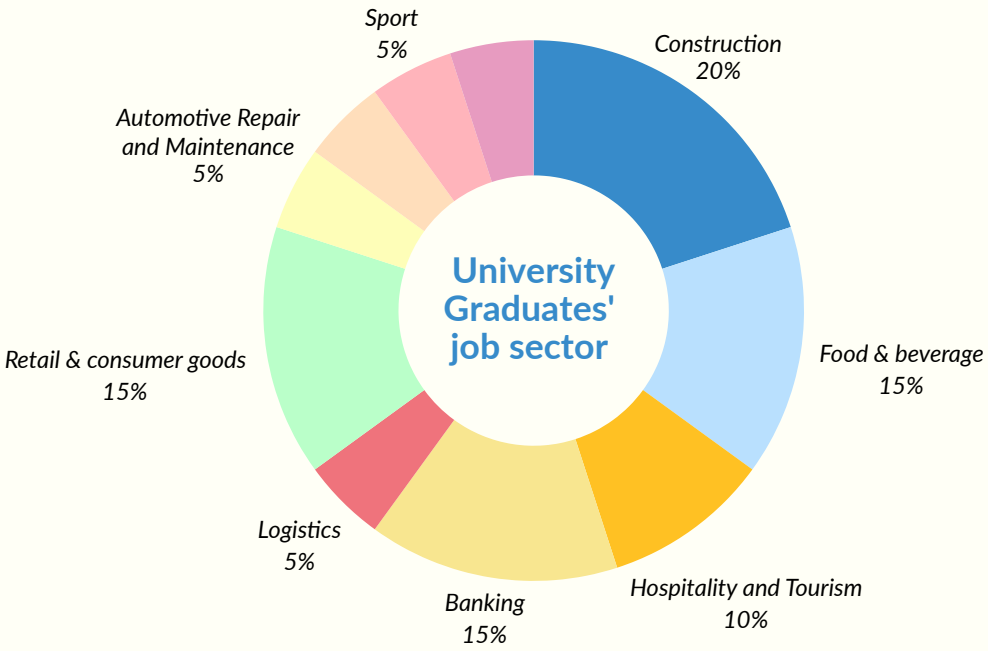
students graduated university

University Graduates

Since the first graduation in 2019, 30 ISF students have graduated from university. Of these, 16 have completed a bachelor's degree, four have earned associate degrees, and 10 are continuing their studies beyond their associate degree. Graduates have obtained degrees in diverse fields, including Accounting & Finance, IT, Engineering, and Business.

Today, 100% of university graduates not continuing their studies are employed. They earn an average income of $409/month, exceeding the typical national $200–400 range reported by the World Bank, with top earners reaching up to $1,150. The industries where they work include:

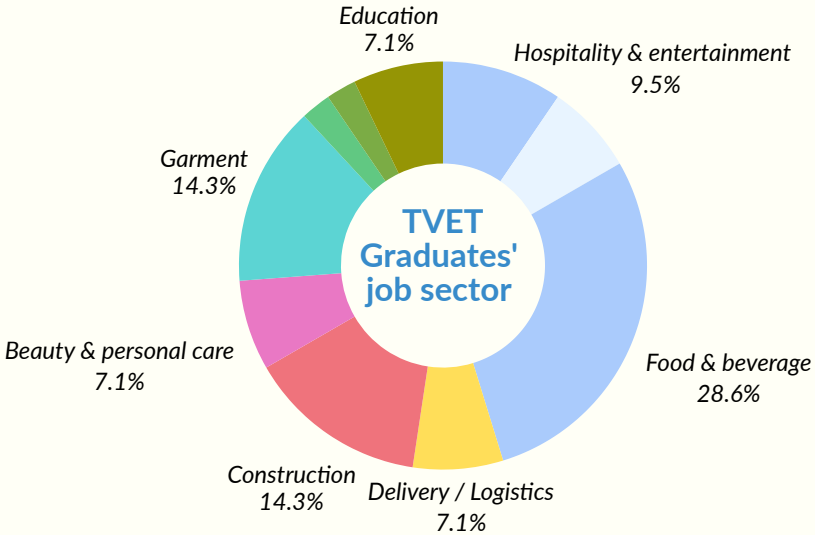
Their roles in these sectors are administration and finance, sales and customer service, technical and IT, technical work, and education and community-based roles.



Technical & Vocational Education & Training (TVET) Graduates

While higher education is not for everyone, we always encourage our students to pursue vocational training. To date, 54 students have graduated from vocational programmes. Of the 43 who responded to our survey, 97% (42) are currently employed, earning an average of $355/month, with our top earner bringing home $1,600/month after relocating to Japan.

TVET graduates are employed across a diverse range of roles, including hotel staff, cooks, waiters, sales and customer service, drivers, manufacturing and manual work, as well as emerging professional roles in administration, translation, and media.



ISF'S EMPLOYMENT SUPPORT MODEL

Our Employment team accompanies students across three stages, ensuring no one is left behind regardless of their educational pathway.

1. At School	2. At University	3. Into the Workforce
· Life skills training · Career orientation & counselling · University & vocational guidance · Academic monitoring & check-ins	· Career guidance aligned to field of study · Financial and academic follow-up · Encouragement to pursue internships/part-time work · Wellbeing check-ins	· Job search support · CV writing & interview preparation · Employability skills training · Ongoing mentorship once employed

EMPLOYMENT OUTCOMES

Education is not always a linear journey, so ISF supports alternative pathways and provides ongoing support at every stage. For our 20th anniversary, we conducted a survey of alumni and students to assess long-term outcomes. Overall, 86% of supported students are employed, showing that ISF's support leads to meaningful progress across all pathways.

Student Group	Employment Rate	Avg. Income
University graduates	100% employed	$409
TVET graduates	97% employed	$351

Our university and TVET graduates are all employed and earning well above the minimum wage of $210 in Phnom Penh, despite being in the early stages of their careers after graduating in recent years, demonstrating strong potential for continued income growth and sustained, gainful employment over time.

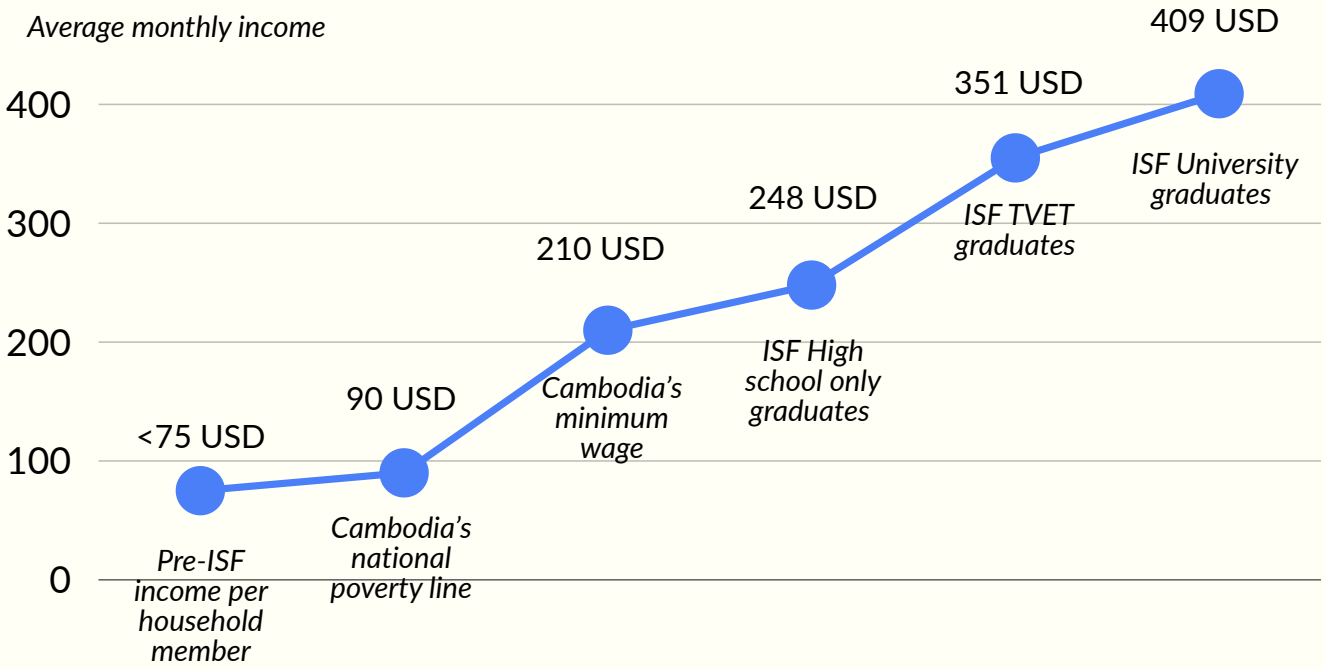
Student Group	Employment Rate	Avg. Income
Current university students (incl. 2nd degree)	80% employed	$231
Students who did not complete university	95% employed	$279

Among current university students, the majority is employed in full-time jobs while a small portion is engaged in internships or part-time work. Despite still studying and not being fully active in the job market, they are already earning at levels comparable to peers who did not complete university, highlighting strong early employment outcomes and future earning potential.

Student Group	Employment Rate	Avg. Income
High school graduates (no university or TVET)	91% employed	$248

91% of ISF high school graduates who did not pursue vocational training or university are currently employed. Many are earning above the Cambodian minimum wage, having entered the workforce immediately after graduation to support themselves and their families.

LONG TERM IMPACT



ISF's mission to lift individuals out of poverty through education and holistic support is clearly reflected in these results. There is a strong correlation between education and income: while families previously earned around USD 75 per member, ISF students are now earning between USD 231 and up to USD 409 on average; and in many cases, even more.

Many of our graduates are still at an early stage in their careers, having completed their studies only in recent years. We believe their full potential is yet to be realised, and we expect their income and career progression to continue to grow over time.

ISF will continue to track their progress to measure long-term impact.

A COMMUNITY THAT GIVES BACK

Beyond helping students secure stable and meaningful employment, ISF is building a community that supports one another and gives back. This ripple effect extends beyond each individual, empowering graduates to positively influence and inspire the next generation of Cambodian youth.

113

surveyed ISF students and graduates actively giving back

28% of interviewed ISF students and graduates actively contribute back to ISF and their communities through volunteering, donations, event participation, internships, and mentorship. This reflects the strength and loyalty of the community ISF has built over 20 years.

LOOKING AHEAD

Twenty years on, ISF's long-term, holistic support model continues to deliver measurable results: educational attainment, workforce integration, and sustained upward mobility, for children who started with the least.

The data clearly shows that when ISF invests in a child over the long term, combining health, nutrition, education, and employment support, the impact is transformational, not only for the individual, but for their families and communities.

Thank you for walking alongside us.