Project Name: Digital Divide Data (DDD)

Organization(s): Digital Divide Data (DDD)
Country: Cambodia (part of a multi-country project that also includes Laos and Kenya)
Dates of Implementation: 2017 (ongoing)
Partners: Changemaker Cambodia, Cambodia Disabled People's Association, Boeing
Website: http://www.digitaldividedata.com/

Project Description:
 DDD is a training and skills development as well as employment and intermediation services program which facilitates education and work experience for the youth of Phnom Penh, Cambodia via its Work-Study program. DDD's theory of change is that combining employment with education, professional skills development, career counseling and work experience points youth towards higher incomes and better lifetime earning potential. The program encompasses: recruitment (enrolls high school graduates living in poverty), training (youth develop computer and English skills), employment (DDD hires promising trainees), education and professional development (DDD facilitates participants pursuing higher education), as well as outplacement and internal promotions (associates receive support in their job search or are promoted within the DDD).

Interesting Features & Innovations:
- Pioneered an **Impact Sourcing Model** in which it recruits clients internationally, similar to a consulting firm providing them a service, and then fills the contracts by hiring beneficiaries as part of their on-the-job training phase and then long-term employment opportunity.   - Work-Study program allows associates to divide time between work and education sponsored by DDD through flexible work schedules.   - Learning Management System (LMS) provides a platform for complementing local higher education, leading to better employability for associates, and provide a foundation to scale DDD's impact.   - DDD's annual surveys indicate their graduates earn two to three times more than the average Cambodia high school graduate.

Target Population:
DDD identifies motivated youth, aged 17-24, who do not have access to decent jobs or higher education. DDD recruits from the following groups:

● **Rural youth.** DDD recruits from rural areas where families are reliant upon subsistence agriculture and where employment opportunities are especially limited.
● **Women.** DDD promotes equal opportunities. 50% of its associates are women.
● **Orphans.** DDD targets youth without parents offering a nurturing environment.
● **People with disabilities (PwD).** DDD actively recruits PwD. In Cambodia, DDD employs youth with disabilities caused by polio, and survivors of landmine accidents.

Results to-Date and/or Target Results:

DDD's goal is to employ 5,000 youth by 2021. Key outcome indicators for DDD include:
- Earnings after graduation (as compared to non-DDD high school graduates)
- Number of youths which obtain long-term work
- Number of graduates