

Vocational training for disadvantaged youth

The Hospitality and Catering Training Centre, Mae Sot, Thailand

Second quarter report to Jan & Oscar Foundation - October to December 2021



JUNE – SEPTEMBER 2021 REPORT SUMMARY

- a) **Donor name:** *Foundation Jan & Oscar*
- b) **Name of Charity and Project:** *European Institute of Cooperation & Development (IECD).*
- c) **Date of grant accepted:** *19th May 2021*
- d) **Amount:** *49,960 Euros*
- e) **Name and exact location of the project:** *The project is the Hospitality and Catering Training Center (HCTC), Mae Sot, Thailand.*
- f) **Period of Project:** *1st June 2021 – 31st May 2022 (12 months)*
- g) **Conversion rate, date & amount in local currency:**
Local currency: Thai Baht
Conversion rate EUR to THB: 38
Amount in THB: 1,898,480 THB

h) Detailed budgets and actual expenditure comparison:

Expense reports October-December 2021

I - YEARLY TRAINING COSTS AT THE HCTC (in EUROS)					
Category	10 STUDENT BURSARIES	EXPENSES JUNE-DEC FOR 10 STUDENTS	BUDGET REMAINING	% EXPENSED	COMMENT
Human resources (training and school's life)	8,154 €	4,077 €	4,077 €	50%	With an overall 50% spending rate over the period on Human resources (June to Dec), the budget expenses are on track with our spending plan
Project Supervisor	1,262 €	631 €	631 €	50%	
Technical training instructors	2,369 €	1,185 €	1,185 €	50%	
Teachers General education	2,385 €	1,192 €	1,192 €	50%	
Academic Manager	1,308 €	654 €	654 €	50%	
Logistics coordinator & driver	523 €	262 €	262 €	50%	
Dormitory and School life manager	308 €	154 €	154 €	50%	On track
Dormitory & Office	7,625 €	4,086 €	3,539 €	54%	With a global 54% of spending rate over the period June to December on dormitory and office, the budget expenses are on track with our spending plan
Canteen	4,837 €	2,418 €	2,418 €	50%	
Student's medical expenses (insurance, TB test)	337 €	337 €	0 €	100%	All budget was spent - medical fees were expensed at the beginning of the academic year.
					In order to ensure that our students were kept safe from COVID before returning into lockdown (either at school or in their communities), some extra budget was spent on PCR tests in order to ensure that they were 100% safe from COVID. Students over 18 years old also get free vaccination.
Extra medical fees (PCR tests, Vaccination) for professional integration	210 €	210 €	- €	100%	All budget planned for COVID- related medical expenses was spent in August during the wave of pandemic.
Stationary and educational fees	895 €	448 €	448 €	50%	
Maintenance and dormitory furniture	515 €	258 €	258 €	50%	
External services (insurance, water, electricity and internet)	831 €	415 €	415 €	50%	
Training	3,722 €	2,115 €	1,607 €	57%	With a global 57% of spending rate over the period June to Dec on training costs, the budget expenses are on track with our spending plan
					During the COVID lockdown in August 2021, the training restaurant had to close (following local government restrictions). The budget on training consumable was therefore slightly reduced for the reporting period. Some students were sent back home early September and 100% of them pursue online learning. However the training restaurant was still able to operate thanks to the instructors and the remaining students (who stayed at HCTC as they could not return home for family reasons or because their situation at home was too precarious).
Training consumables (kitchen, restaurant, hotel)	2,292 €	1,146 €	1,146 €	50%	
Energy (water and electricity)	523 €	262 €	262 €	50%	
Uniforms	508 €	508 €	0 €	100%	All budget was spent - Uniforms were purchased at the beginning of the academic year
Equipements (yearly replacement of linen, glassware)	400 €	200 €	200 €	50%	
School event/Extra curricular activities	90 €	45 €	45 €	50%	On track with our spending plan
Extra curricular club activities (music, sports, arts)	90 €	45 €	45 €	50%	
IECD administration fees (10%)	1,959 €	980 €	980 €	50%	
TOTAL 1 - STUDENTS' TRAINING COSTS	21,551 €	11,303 €	10,248 €	52%	With a global 52% of spending rate over the period June to Dec, the budget expenses are on track with our spending plan

II - DEVELOPMENT OF A BAKERY TRAINING LAB IN 2021					
Category	Budget in (€)	EXPENSES JUN-DEC FOR THE BAKERY LAB	BUDGET REMAINING	% EXPENSED	COMMENT
Renovation of the lab	6,723 €	4,087 €	2,636 €		
Production lab renovation	6,723 €	4,087 €	2,636 €	61%	The total budget will be spent after the completion and handover of the construction (mid February 2022); the funds allocated in this budget line will be used to renovate fully the existing room to be a production room, there plumbing, painting, electricity and aircon will be place.
Equipment of the lab	13,936 €	13,936 €	- €		
Countertop (plan de travail)	2,936 €	2,936 €	- €	100%	**Machine payment was proceeded at the end of September 2021. All the equipment (machines and bakeware) have been carefully selected ahead of the constructions.
Bakeware	3,413 €	3,413 €	- €		
Convection Oven	4,501 €	4,501 €	- €		
Retarder Proofer Cabinet	3,085 €	3,085 €	- €		
Project Management (Artelia)	5,168 €	5,168 €	- €		
Design and concept	2,067.18 €	2,067.18 €	- €	100%	With 100% of burning rate spend on the first phase of the renovation plan (floors plans design and layouts) we are on track with the spendings planned.
Tender and awarding of contractors	2,584 €	2,584 €	- €		
Management of the construction	517 €	517 €	- €		
IECD administration fees (10%)	2,583 €	- €	2,583 €		
TOTAL 2 - BAKERY LAB	28,410 €	23,191 €	5,219 €	82%	With a global spending rate of 82%, the workplan is on track.

Activities	Budget approved	Budget expended	Budget remaining	Expense ratio
I - 10 BURSARIES FOR YEARLY TRAINING COSTS AT HCTC (in EUROS)	21,551 €	11,303 €	10,248 €	52%
II - DEVELOPMENT OF A BAKERY TRAINING LAB IN 2021	28,410 €	23,191 €	5,219 €	82%
TOTAL FUNDING APPROVED AND EXPENSED	49,961 €	34,494 €	15,467 €	69%

i) **Over/underspend:** the overall expense rate is 69% which is on track with the workplan established for this project.

j) **Details of progress of the project, achievements, challenges, changes, differences etc, including photographs. Please include any other information relevant to the progress/completion of the project:** kindly find the full narrative report below.

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Project overview

Background and results

Following preliminary studies conducted in 2008, IECD and its local partner, the Tak Border Child Assistance Foundation (TBCAF), opened a **vocational school in Mae Sot, Thailand**: The Hospitality & Catering Training Centre (HCTC). This centre welcomed its first intake in 2011.

Thanks to the support of private donors, 30 to 35 new young women and men, mostly of Karen origin, are now trained every year. For two years, they study a multidisciplinary hospitality and catering training course (European and Asian kitchen, Housekeeping, Front Office, and Service) – including both theoretical and practical classes – general education, life skills, and English.



Batch 10 student Pornla completing the Leadership course before leaving for her internship in Kao Iyay at the prestigious winery Grand Monte.

After 12 years of operation, the **overall results** are positive:

- The HCTC has offered a unique opportunity to **278 young people as part of its long-course programme, including 55% girls, to receive a comprehensive education and training** in hospitality and catering, along with classes in general subjects

(Mathematics, Geography, English, etc.) and in life skills (self-care, identity and culture, environmental awareness, etc.).

- In the current context of the COVID-19 pandemic, a significant number of HCTC alumni (Batch 1-9) temporarily lost their jobs. However, as of August 2021, **62% of the Alumni are in employment** (as of December 2021) — a healthy employment rate in the current economic context (**global rate**).

Overcoming the COVID crisis

As the HCTC is sailing through a second year of strict COVID restrictions in Thailand, the school is proud to announce that it has managed to secure double vaccination to all its students and staff – which is a pre-requisite for all employers in the Hospitality industry. Therefore, the HCTC have been able to secure 100% quality internships across the country, mostly in the Kitchen and Pastry departments.

Every Monday, it is also required from the staff to take an antigenic test (ATK) at their home and only come to work if the test turns out negative. This measure is fully supported by the school which provides tests to all staff in enough quantities.

The prospects of the Tourism industry in Thailand

It is stated in a report from Krungsri bank¹ Hoteliers will continue to face a severely depressed market in 2021, but the industry will start to recover in 2022 and 2023, though it could take at least 4 years for tourist arrivals to return to pre-COVID level of 38-40 million. In strategic zones like the Phuket sandbox, SAH certified hotels are able to welcome tourists for a 7-14 days quarantine (depending on the sanitary situation in the country). The “test-and-go” system also allows tourists to complete a 1-night quarantine but this only applies when the COVID pandemic is retracting. Occupancy rates in the high season 2021 were very high in certified hotels. However, in other economically strategic locations like Chiang Mai, the situation remains worrying as most hotels and restaurants are still empty or closed.

Here is an overview of the impact of Jan & Oscar Foundation funding on 2 main projects, over the period June to September 2021.

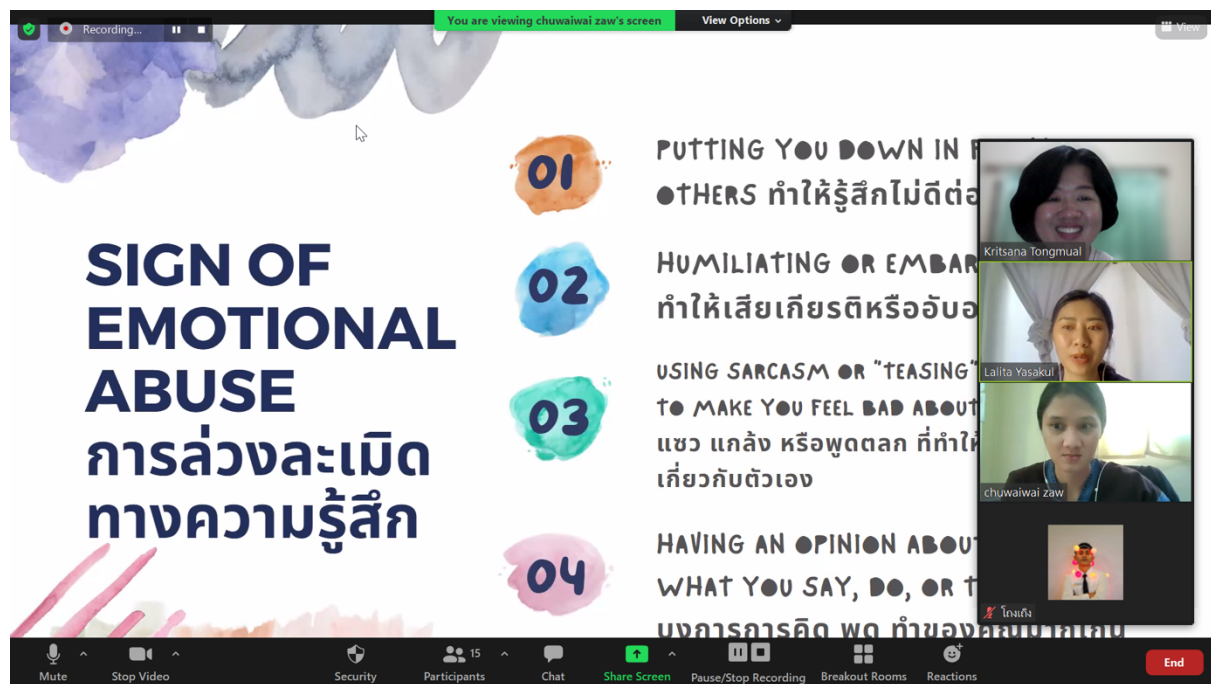
¹ **Krungsri** (February 2021): *Industry Outlook 2021-2023: Hospitality*
“<https://www.krungsri.com/en/research/industry/industry-outlook/Services/Hotels/IO/io-hotel-21>”

Project 1 - A full year scholarship for 10 students, covering both the direct and indirect costs linked with their training and their daily life as boarder students

With the support of Jan & Oscar Foundation, the HCTC is able to fund bursaries for 10 of the 2-year-programme students. As part of these students' daily life at the HCTC, here are important points of focus where the HCTC provides them support and help them grow:

Safeguarding reinforcement

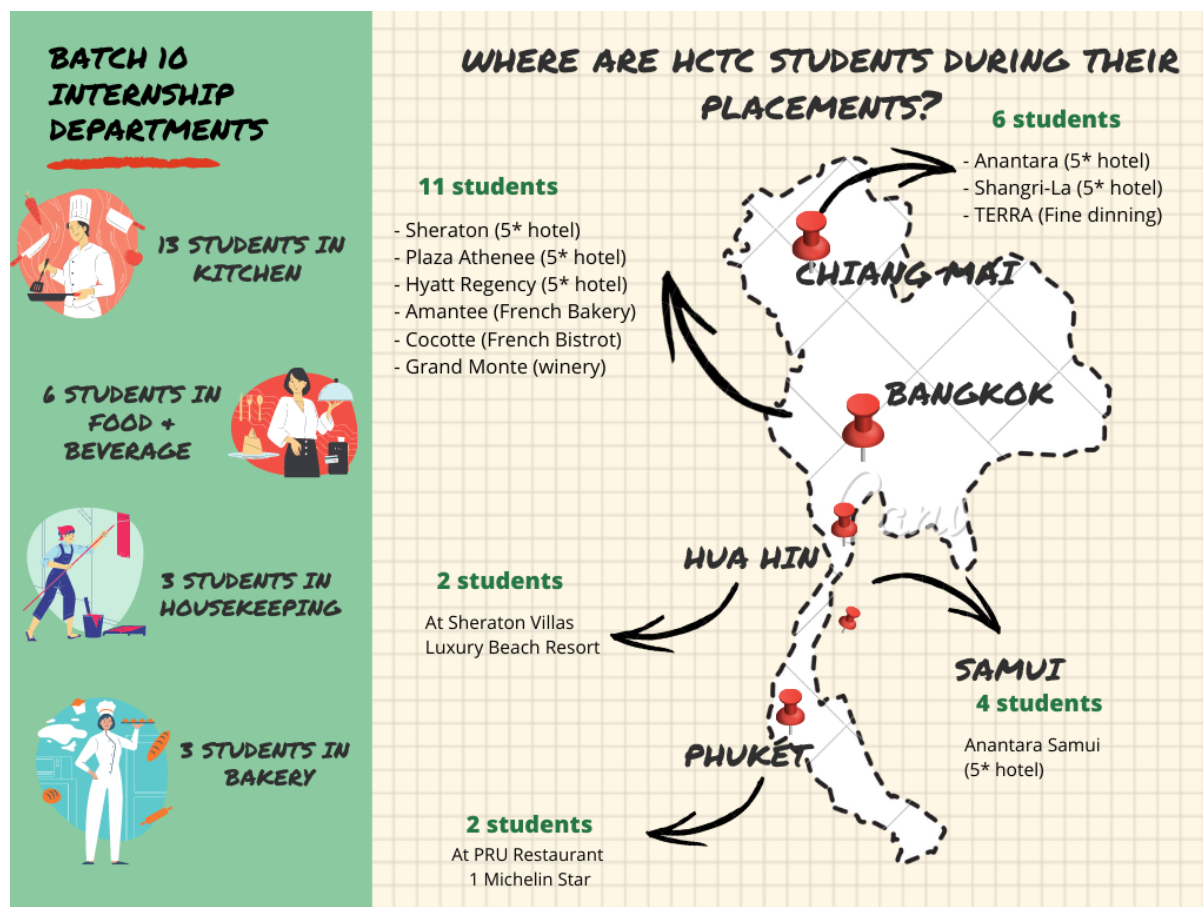
In partnership with the local NGO Help without Frontiers who has been focusing over the past decade on securing a safe learning environment for Burmese migrant youth in Thailand, the HCTC conducted a series of workshops on Child Protection and Safeguarding for its staff and its students.



- 2 workshops were held for the 14 HCTC staff in Q3 and Q4 2021 : the objective was to sensitize every member of the team regarding IECD and HCTC safeguarding rules. The sessions included numerous role plays and debriefing moments in which everyone could share their knowledge and questions.
- 1 workshop was also organised for the second-year students before they left for a 6-month internship. It is indeed, HCTC's responsibility to secure abuse prevention and ensure that all students are fully aware of their right to protect themselves and to report a case when needed. It is also the school's duty to require from employers that they sign the HCTC's Safeguarding policy agreement and that they accept for our staff to conduct «monitoring» visits at their properties during HCTC's students' internships.

Time to leave for internships!

Please see below the various locations where 25 HCTC students were sent for a 6 months internship starting off in October 2021 until March 2022. The long internship format enables students to get in-depth exposure to the Hospitality world and hopefully gives them a better chance to secure a job with their employer at the end of the internship.



Every week, Lalita Yasakul, The External Relations Manager at HCTC, collects online reports from HCTC students across Thailand; Via their regular update, she keeps track of students' activities and ensures that they are safe and happy. Lalita also holds the responsibility of being the Safeguarding point of contact for the students: she was trained in order to deal with any concerns that students might and, if needed, report a case to the relevant support programme (psychological support, Child Protection association or local authorities if need be).

Lalita also visits students once during their internship period: she surveys the quality of their accommodation, reviews safety aspects, collects feedback from their employer and colleagues. One internship location usually welcomes two students (not necessarily in the same department) so they can share an accommodation and feel more secure together.



INTERNSHIP TESTIMONIALS

"I am currently doing an internship in Hua Hin, working in the **Italian Culinary Department**. I'm very glad to be **surrounded by professionals** who are teaching me very well. Even the job is hard, I enjoy every bit of it!"

- Batch 10 Student





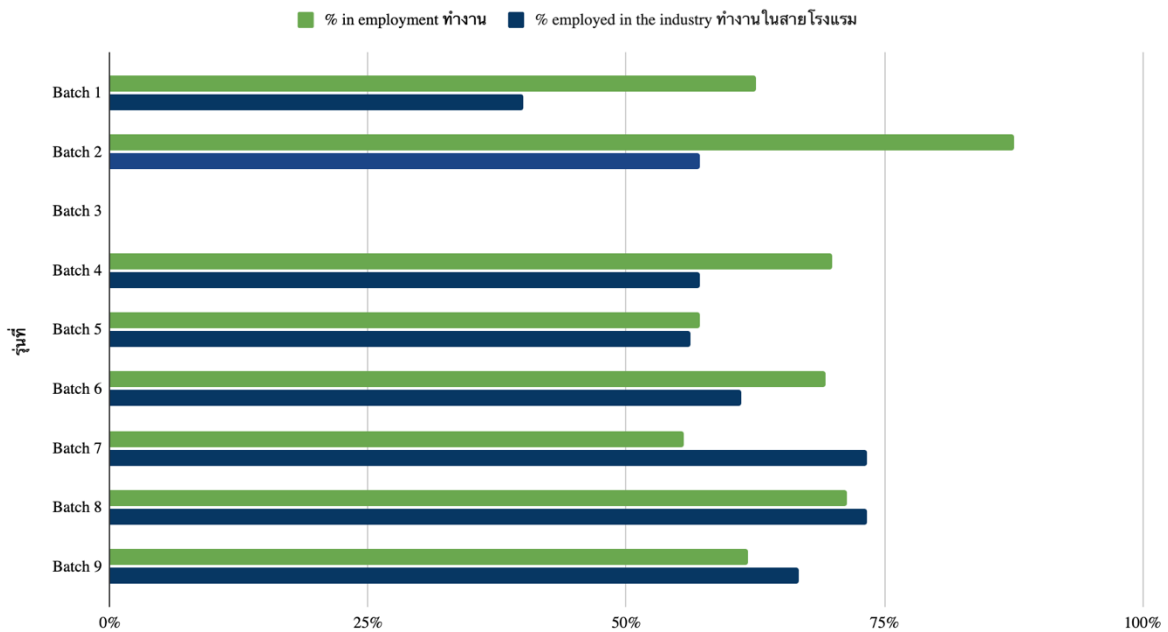
As part of HCTC's plan to develop a new module of Bakery training from the start of the next academic year 2022-2023, the school partnered for the second year in a row with traditional French bakeries in Bangkok. This way, four of our current interns will have been trained for the past 6 months in baking bread and viennoiseries at Amantee Bakery, Cocotte and Victoria by Cocotte. As the bakery market sales in Thailand are surging to a +13% growth YoY, this employment sector will be offering numerous quality job opportunities to our students. With the launch of its new bakery lab, the HCTC becomes the first social bakery school in the country.

Next year, the school is hoping to develop partnerships with new trending bakeries in Bangkok like ICI shop and Erawan bakery.



Professional integration

Percentage of HCTC employment



Every month, our External Relations Manager Lalita, follows up with the HCTC alumni and surveys their current employment status. Over the past couple of years, the employment rate of HCTC students has decreased yet it has maintained high (~60-65% on average) as compared to the overall context and employment rate in the industry.

These encouraging results are mainly due to:

- The quality of the training which makes HCTC graduated qualified professionals with valuable skills
- The tight network of HCTC partners including those who have been less affected by the crisis than hotels (restaurants, bakeries, cafes).
- The development of a locally-based job integration strategy which consisted in liaising with local employers in Tak province where HCTC students were able to secure quality job opportunities ; like at the café Mix in Mae Sot where 2 alumni students are currently working.



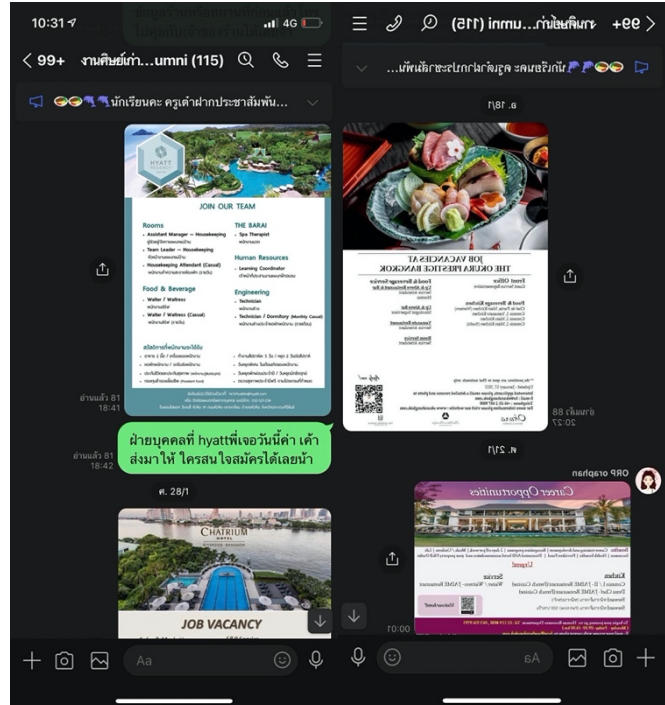
Batch 2 student Sriwan set up her bubble shop and snack tea during the pandemic

The average employment rate in the Hospitality industry (global rate) is generally higher across the recent batches of graduates. The older batches tend to explore new ways and fields of expertise:

- Work in a different sector like service or retail which allows them to secure management positions
- 30% of the older batches in employment (not in the Hospitality industry) are self-employed : they set up their own food or drinks restaurant ; sometimes they start a guesthouse near to their community (Tha Song Yan, Mae Ramat).

On a weekly basis, our External Relations Manager, Lalita, shares quality job opportunities to HCTC alumni. For the first time this year, alumni are also being proactive in sharing job opportunities online with their peers, which is a strong lever for recruitment.

As part of its plan to support young professionals from vulnerable communities in Thailand, the IECD is analysing the potential to start a new support programme to micro-entrepreneurs in the Mae Sot region. This would involve hiring a Micro-enterprise programme Manager and would positively impact at least 50 more beneficiaries per year.



Preparing for the new academic cycle 2022-2023

In order to continue to improve HCTC standards in terms of Education, Life skills and Safeguarding, an experimented Head of School will join the team in February 2022.

Jane Dillon has more than 10 years of experience managing educational projects and teaching in Thailand; she has worked with several vulnerable communities in Thailand and has a sound understanding of HCTC's pedagogical need. She will start her mission by focusing on the implementation of a new competency-based curriculum which is essential to improve our technical standards. For that purpose, she will:

- Supervise the Education Manager and the Center coordinators
- Work closely with the External Relations Manager and Safeguarding focal point
- Work closely with the team of technical, English and Life skills instructors on the implementation of the updated curriculum.



Competency-based EDUCATION



Clear learning outcomes



Meaningful & positive assessment



Application of knowledge & skills



In Q4 2021, the Education team also kicked off the 2022 recruitment campaign, mixing online presentations (when the schools were not open) and actual visits to more than 70 schools in the region. Every year, HCTC students come to present the project in person to their future peers. This year, young Kittipong from Batch 11, did a remarkable presentation of the HCTC to grade 12 students: well done Kittipong! (see picture below)

To date the Education team has been interviewing 23 candidates and is aiming to confirm 30 to 35, with a reasonable gender balance. The selection criteria remain very strict: the young person needs to be over 16 years old and come from a very vulnerable family (bamboo house, low annual revenue, precarious family conditions); the young person also needs to show motivation and commitment throughout the recruiting process.



The Training Restaurant, the Passport, remained open although the school was closed until January. The restaurant was however operated by students who remained at the school because their family situation or location did not allow them to return home. In the law of Thailand, it was allowed during the several lockdowns, to keep our centre open as it also operates as a "shelter" for some of HCTC students. Therefore, both the on-site students and the instructors operated the training restaurant, offering students regular exposure to clients (whilst respecting a strict sanitary protocol).



JOIN US!

**ADMISSIONS
OPEN
FOR 2022**



H·C·T·C·
Hospitality & Catering
Training Centre
MAE SOT, THAILAND

**ณ ศูนย์ฝึกอบรม
การโรงแรมและภัตตาคาร
หลักสูตรการโรงแรม 2 ปี
พร้อมฝึกงาน 6 เดือน**

สอบถามเพิ่มเติม
065-4376569
085-7257527



CHRISTMAS DINNER

AT THE PASSPORT
TRAINING RESTAURANT
17TH-18TH OF DECEMBER
6:30 PM-9:30PM

RESERVATION:
098-512-8539

4 COURSES MENU
340 THB



MENU

SOUP

BOUILLE À BAISSE

(crab, prawn, fish) A traditional
seafood stew served with
garlic puff

SALAD

PECAN SALAD

Green salad, apple, pecan served
with lemon dressing

MAIN COURSE

PORK STEAK WITH RED WINE SAUCE

grilled pork loin served with
mashed potato with sautéed
vegetables and red wine sauce

DESSERT

CHOCOLATE FONDANT

chocolate cake with a molten heart
served with a vanilla ice-cream

Part 2 - The costs of the creation and equipment of a professional bakery training lab increasing their employability.

The Bakery Lab project

Using the near 20-year experience of the French Bakery School in Hue, IECD has decided to launch a similar additional program to the HCTC school here in Thailand.

As part of HCTC's objectives to meet a growing employment trend in the Food sector and to secure stable work opportunities for HCTC students in the **coming 10 years**, the school obtained co-financing support for the creation of a Bakery training lab, including the support from Jan & Oscar Foundation. This initiative will involve:

- **Training all current and future long-course students on the basics of bakery skills** (*viennoiseries* and bread making) so that their profile can become even more attractive to employers over the next decade (nurturing the growing network of cafes and bakery outlets all over Thailand).
- **Training an extra 30 students every year** (2 batches of 15 students) as part of a bakery short-course programme (12 weeks) and securing a job for trainees in the local network of bakeries and cafes; this would be particularly relevant for students from migrant communities and from the refugee camps since they do not have access to work opportunities at national level (due to their administrative status); however they can seek work opportunities in the Tak province where the HCTC is based.
- **Produce goods that will generate extra revenue** via both channels: B2C direct sales, especially with future social business activities like the coworking, the seminar activity and catering; And the B2B distribution channels via local cafes and hotels.

The Bakery Lab works

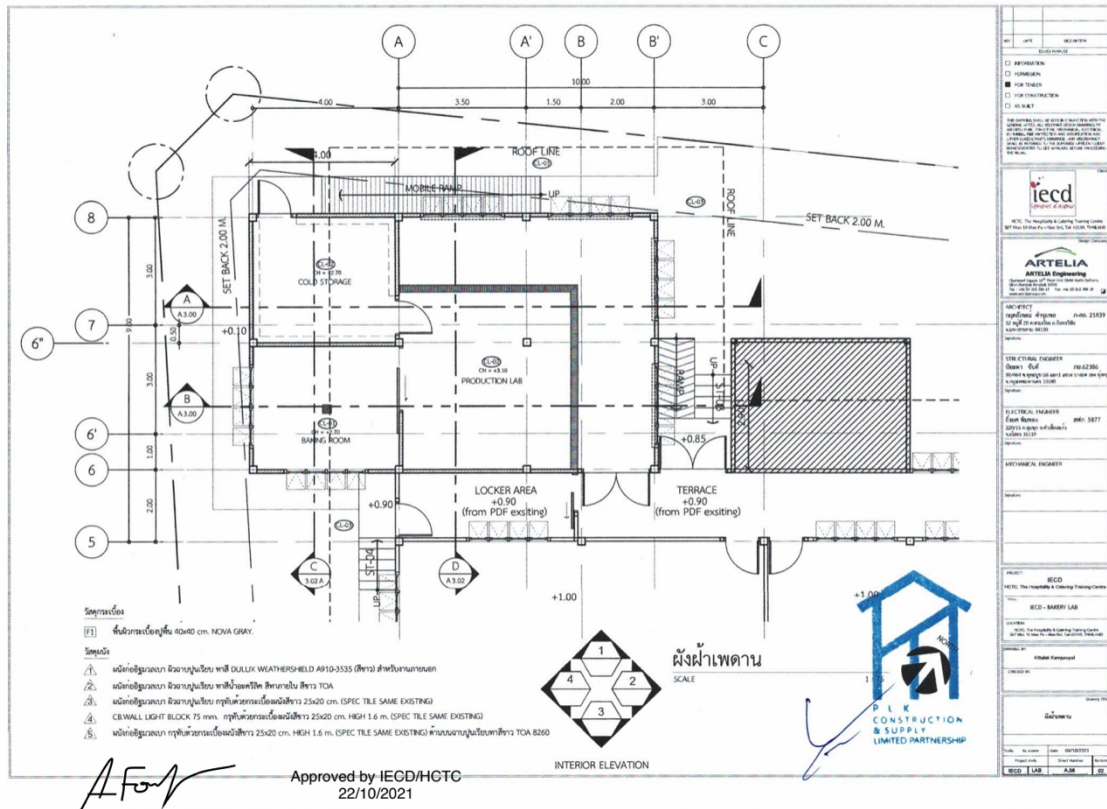
The bakery lab works were coordinated by the IECD team as well as a local project coordinator from the Artelia company and a local constructor PLK. Hiring a local project coordinator was essential as the HCTC Director did not have the expertise to coordinate the works. As part of its CSR company policy, Artelia also considerably reduced its cost for the architect plans developments and project management, so it was affordable for the HCTC project.

Ronan Fercocq has several years of experience working on infrastructural projects in Thailand in the Hospitality sector and worked closely with a team of local architects and engineers.



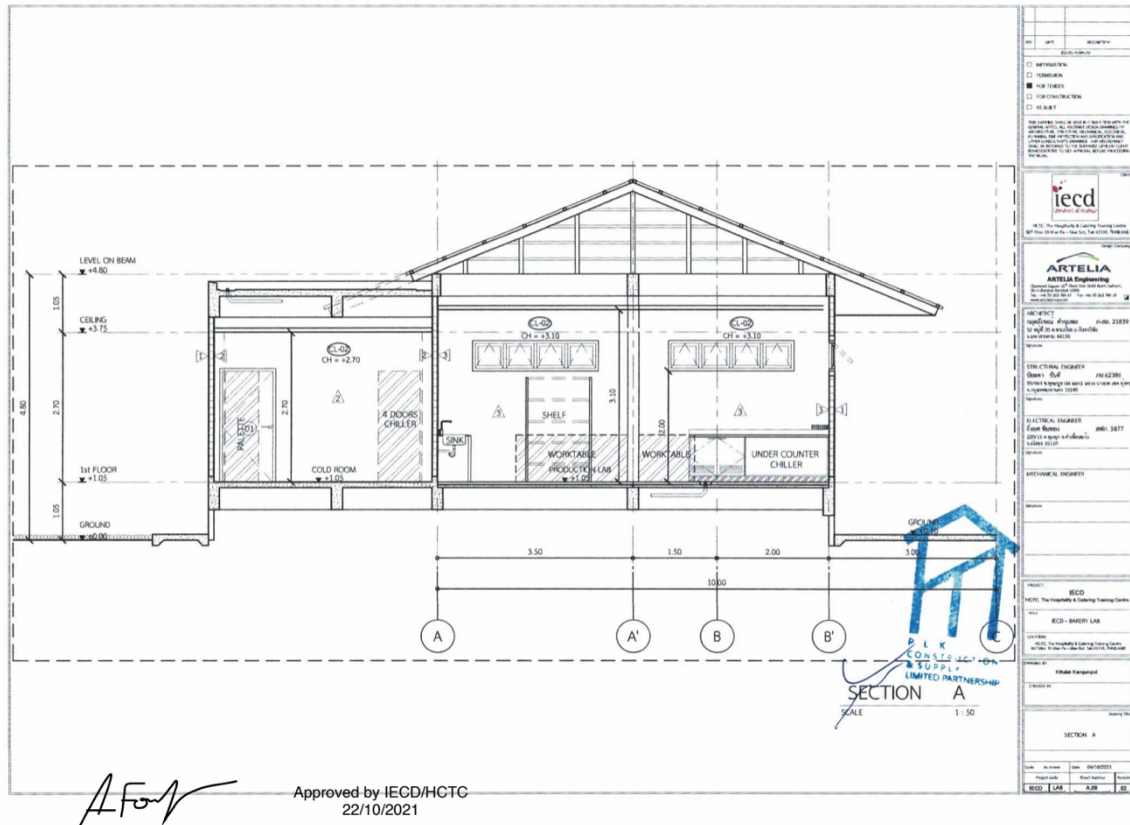
Ronan Fercocq from Artelia Foundation was the lead PM on the project

Ronan was affected to the project as part of Artelia's CSR programme in support of local NGOs and social enterprises in Thailand.



The renovated bakery lab is composed of:

- A renovated production room : the room existed as part of the current training facilities but it was not designed to welcome bakery production. Some adjustments to the water and electrical circuits were made as well as the complete re-flooring and re-tiling of the walls. The space has to meet the international safety standards for evacuation, safety and hygiene. The size of the room is 50 SqM. The capacity of the room is optimal for bakery training as it can host 1 or 2 trainers and 15 trainees. The production room will shelter a dough sheeter, production tables and all the production tools.
- Two extensions were built in order to complement the set up :
 - The storage room or cold room which was totally insulated in order to preserve energy. This room will be essential for keeping valuable ingredients at the optimal temperature. The cold room will shelter two large freezers and refrigerators.
 - The Baking room was equipped with ventilation systems to avoid over-heating and preserve the students' wellbeing as well as ensure that the equipment is well ventilated. The Baking room will shelter one deck oven and one convection oven.



The production room:

- **Equipment** : working tables, dough sheeter, all the kitchen tools. It is where all training modules will take place.
- **Capacity** : 15 students and 2 instructors



The Cold room or storage:

- **Equipment :** 2 large refrigerators and freezer.
- The room is fully **insulated**

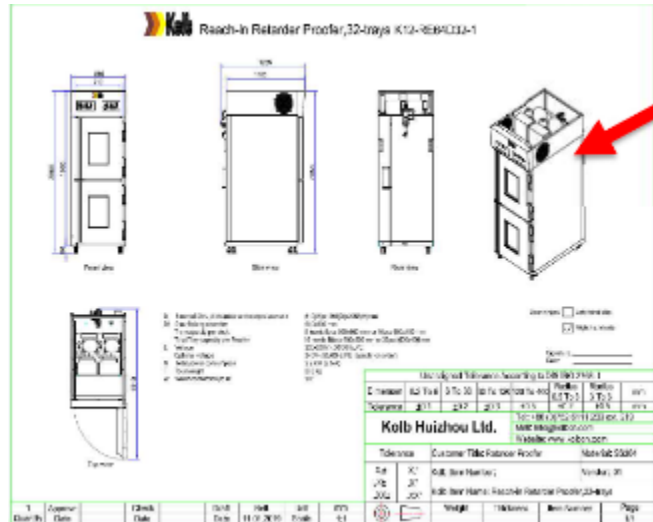


The Baking room :

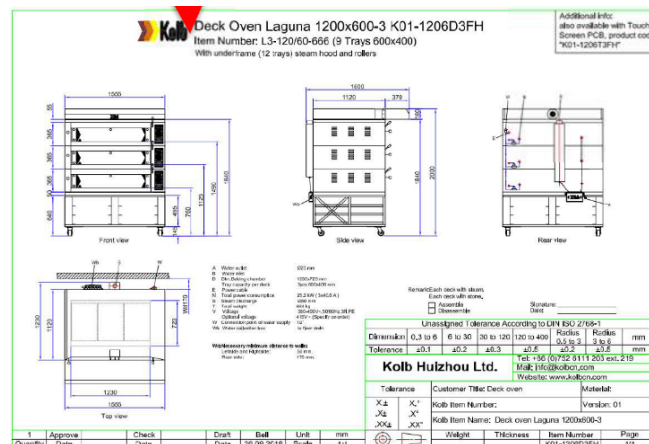
- **Equipment :** 1 deck oven, 1 convection oven
- The room is fully **ventilated**



The retarder proofer



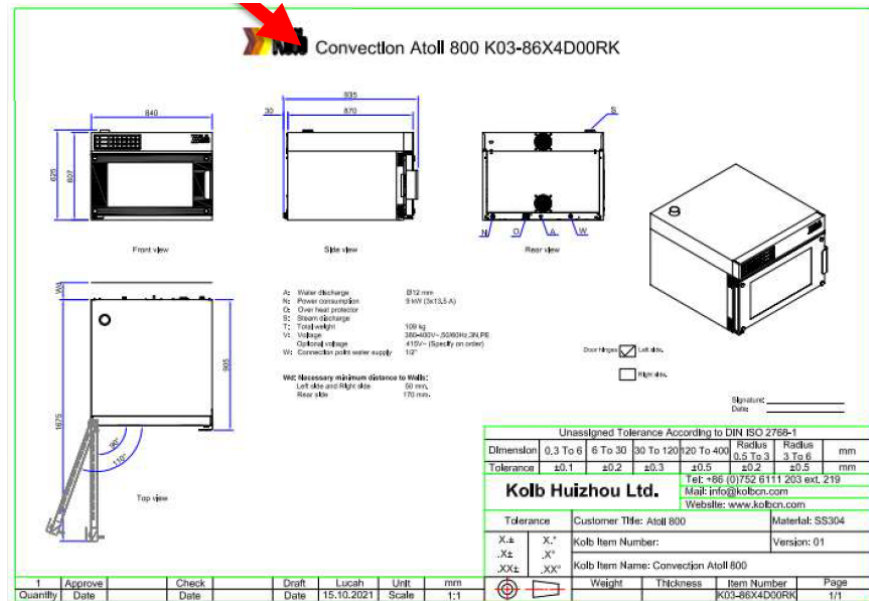
The Deck Oven



The dough sheeter



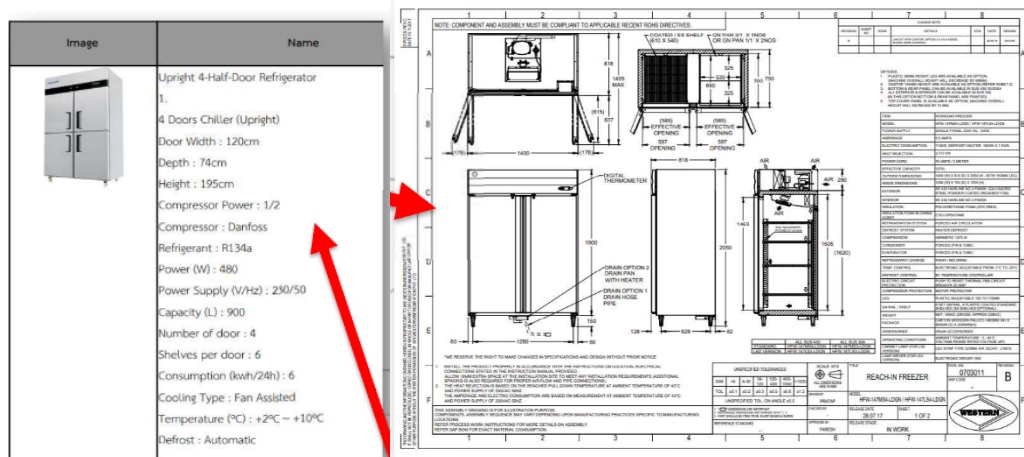
The convection oven:



The working Tables



The refrigerators:



The project supervision

The bakery lab will be operated by HCTC's Operations Manager, Kasemsri, who is also an alumni from batch 1 and has +5 years of experience managing social business operations at HCTC.

She will be in direct supervision of Chinnarat who is also an alumnus from the programme and got professional experience in *La Boulangerie Francaise* in Yangon where he worked both as a baker and as an instructor.

The priority is for the HCTC to implement the 80h Introduction to Bakery module in the coming academic year, in June 2022. In parallel with the pedagogical training, the lab will be used for daily production of bakery goods; the main instructor and baker, Chinnarat, can start the daily production of goods for the HCTC social business.

The HCTC Director and IECD representative remains in supervision of all the project's development and guarantees the overall quality of the training as well as the quality of the production.

Chinnarat Photongwodom Trainer and former student

"I can help other youths benefit from the opportunity I have myself benefited from" -

Chin is a former student of HCTC. After graduating, he became part of *La Boulangerie Française* in Myanmar as a Bakery Instructor. Two years later, he is back at HCTC to share his experiences and knowledge with all our students and staff.

We are very proud of your success!
Warmly welcome back Chinnarat!



Staff portraits

The timeline for launch

In the COVID context, the Bakery lab construction works got delayed by a few weeks. The final handover of the bakery lab will be mid of February (with the delivery of all the machines by 10th February followed by 5 days of full commissioning).

This way, the bakery lab should become operational for testing the last two weeks of February and become operational for commercial production in March-April 2022 and ready to welcome students' batches for the new academic year in June 2022.

Preparing the future Bakery pedagogical team

Every week, the Bakery expert Quentin Philippe based in Ho Chi Min City meets with the HCTC Operations Manager (Kasemsri) and the Bakery trainer (Chinnarat) to work towards:

- Securing the best prices for the raw material
- Starting to plan activities for the launch
- Setting up costing and pricing tools for the future sales activities

The curriculum was also updated so it is based on assessing the competencies of the students during the training – as opposed to relying solely on a final exam which is not the best way to evaluate their skills. Nuria, our pedagogical coordinator, has been working on developing a competency-based approach: Chinnarat as a bakery instructor develops his own lesson plans for the new Bakery module. The 80h bakery module encompasses 5 key competencies: hygiene and grooming, technical mastering of bakery tools and equipment, making of bread and viennoiseries, operating the lab, technical knowledge of the raw materials and their chemistry.

The future career prospects

The traditional bakery sector in Thailand is expanding fast, concentrating on the capital city but also expanding into historical touristy locations like Phuket and Chiang Mai.

As of today, the HCTC have listed more than 10 professional partners that they will be willing to work with once the bakery lab is created. The collaboration entails:

- Welcoming external professional trainers for short training missions at HCTC to teach students with new professional skills, share testimonials about bakery success stories
- Send interns for 6-month apprenticeship with these key institutions
- Secure employment in a fast growing sector where job opportunities are numerous

In Bangkok, HCTC collaborates with [Amantee](#) and is planning to collaborate with [Erawan](#) bakery.

In Phuket ([Tera](#)) and Chiang Mai ([Chouquette](#)) as well, the HCTC will establish new professional partnerships that will guarantee quality internships and jobs for our students.



Janya, student from batch 10, interning for 6 months at Amantee bakery in Bangkok

The next steps...

- **Secure certificate obtention for the 2-year programme:** Batch 10 (25 students) and Batch 11 (31 students) will graduate respectively in May 2022 and in May 2023; this will bring the total number of trained young people since the opening of the HCTC to 278.
- **At least 90% of students from Batch 9** should obtain the national diploma from the Vocational College (VC) in 2022 and at least 95% of Batch 10 in 2023.
- **Job integration in the industry:** despite the COVID-19 crisis, the professional integration of graduates should be at least 80% within diversified segments of the industry and 100% alumni who have lost their job should be reoriented with a career day at HCTC and/or a job opportunity sourced by HCTC.
- **Training efficiency:** 100% of graduates from Batch 10 and 11 will leave HCTC with highly sought-after competencies including state-of-the-art training in **bakery** (80h Introduction to Bakery course), winery, or barista.
- **The Bakery social business:** from the B2C (online sales and sales via our social business seminar activity) and B2B distribution channels (via local hotels and restaurants), the Bakery Lab will be fully self-financed in year 2 and will start generating profit in Year 3 after its launch. **All profit generated from the Bakery sales**

will be directly invested in the Education of the HCTC students (covering fixed costs, education fees, etc..)

→ **Scale partnerships:**

- ◆ **Bakery short courses:** thanks to the creation of a professional bakery lab, HCTC could resume its partnership with IOM and IRC and train 2 batches of 15 students per year for a 12-week bakery course (including life skills and English), leading to the professional integration of 100% of students in local bakery shops or cafes. This will increase the impact of the course to around 30 students per year.
- ◆ **Bakery micro-entrepreneurship support:** thanks to opening of the new bakery facility, HCTC can train 2 batches of 15 micro-entrepreneurs per year (30 per year in total), to help them start a pastry/bakery microenterprise in their community. A first successful pilot was run with the International Organisation for Migration (IOM) in 2021 and may be continued in 2022-2023. The Bakery Lab will be the adequate infrastructure for delivering and scaling this training offer.

→ **With both the professional bakery short course development and the bakery micro-entrepreneurship programme**, IECD in Thailand will be able to expand its support to an additional 60 students per year (30 trainees from the bakery short course and 30 students from the micro-entrepreneurship course). This will bring the total number of IECD beneficiaries by the end of 2023 to over 350 students (including long and short course students).

A FOCUS ON....

CHANPEN TODSANIT
HOUSEKEEPING TRAINER AND
MAINTENANCE MANAGER

Chanpen, usually called by Kru On, has been in the school since the very beginning! She started teaching at HCTC 10 years ago with Batch 1 students, until now with Batch 11. Above anyone, she has seen the project grow, and has dedicated her heart and talent to providing quality vocational training to vulnerable youth. With her vast experience and wisdom, HCTC has been tremendously lucky to count on her for so many years. We wish you all the best in your new chapter!!



Staff portraits

THANK YOU **JAN & OSCAR FOUNDATION** FOR YOUR SUPPORT!

