



## **Grace House Community Centre**

### **Sparkies Social Enterprise**

## **Annual Report for the Hesse Ragle Foundation**

**October 2014**

Sparkies started in November 2013 with the donations from volunteers (\$5,000) and the Hesse Ragle foundation (\$10,000).

The following is the report on the first years running of Sparkies.

Sparkies has employed seven graduates from the Grace House Electrics Vocational Training Program Two team leaders from the first year apprentices and five electricians from the Second year apprentices.

The Teams have worked at a number of local NGO's, Green Gecko, EGBOK, Silk Screen Printing, Kampuchea House, life and Hope Sewing School, Sala Bi Hospitality Training School and Grace House. They have also worked at a number of businesses and two new and three adaptations to expat houses, a new music recording studio, Sister Srey Café, New Leaf Book Café, Practics Sewing factory and Siem Reap Hostel.

The donations have been used to build and equip the Sparkies building in Nov/Dec 2013, to fit out a small shop at grace house, to purchase solar equipment which was installed in one of Grace House families home, and seven houses, a school room at another NGO and sold at a local market on Grace Gecko stall. Work is still progressing on the Sparkies stock control, staff timesheets, purchasing and billing system.

The donation has been used to also pay a number of staff wages. At the beginning of the year, it was decided to increase all Grace House staff wages by 20% due to the rising cost of living in the Siem Reap area due to the doubling of the tourist numbers and the knock on cost increase in of essentials for the Khmer Staff in the Siem Reap district. This saw the Sparkies wage bill rise from \$900 to \$1100 a month. One of the electricians is sponsored by another NGO.

In the early days we charged a small profit for private work and no profit for NGO work in order to show that we were capable of carrying out quality work and gain the trust of our customers, in June we attempted put a more realistic profit margin on quotes but this proved difficult with me not being in Siem Reap. This has improved with my return and my aim is to get Sparkies in profit by the end of the second year. Sparkies has enabled all the electrical staff to gain a considerable amount of on the Job experience in

doing electrical work in the local job market and they are sort after as some of the best quality electricians in the area.

Attached at figure 1 are a breakdown of 2013 and 2014 income and expenditure. Sparkies ended 2013 with a carryover income of \$2156.43. The year 2014 was progressing well, when in March I had to return to England with an urgent medical concern, which took me till mid August to resolve. Whilst away Grace House attempted to run Sparkies and the staffs were able to carry a number of jobs, which are now completed and just this month most outstanding bills have been paid. This has meant that Sparkies has run at a loss of about \$4,000 dollars over its first year of operation. This loss has been covered by Grace House reserves.

The donated funds have enabled Sparkies to setup, construct and equip the workshops sufficient for the scale and type of work it is doing. It has meant that we could give these graduates a more detailed experience within the “on the Job” training and that the two extra years are required before setting up on their own. It has shown that the first year of Vocational Training over emphasized on the electrician training and not enough on team working, English speaking and leadership.

The lessons learnt will be implemented into the recruiting and training in the 2014 apprentice training starting mid Nov 2014. The 2014 apprentices starting in Nov will consist of three apprentices from Grace House families and three sponsored by other NGO's in Siem Reap, these NGO's will sponsor their apprentices for the three years.

Sparkies needs to raise additional funding to assist the staff complete the second year of on the job training. GHCC would be grateful if the Hesse Ragle Foundation could consider funding the second year. Funding needed:-

Wages \$6552, (50% of 6 Staff wages with a 5% pay rise Jan, 1 staff member is sponsored by his NGO)

\$1200 Rent (\$100 per month shop/workshop)

Total - \$7752.

The GHCC management committee wishes to thank the Hesse Ragle Foundation for their support in enabling us to enhance the lives of the local families.

Compiled by

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