



ANNUAL REPORT
2015/16



INJAZ Lebanon

A Member of JA Worldwide

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It is encouraging to witness, amidst the economic and social turmoil in Lebanon and in the region, a phenomenal rise in our youth's will to overcome obstacles, and dare to dream, and to succeed. It is our duty, as business leaders and successful Lebanese corporations, to enable them and pave the way for them to grow and build a successful future for themselves and their country.

And this is where INJAZ Lebanon plays an important role, by bridging the gap between the business world and young students. On the one hand, INJAZ offers the business sector the chance to get involved in the creation of a future-qualified workforce and business leaders. On the other, it teaches students the professional skills, confidence and competencies they need to thrive in today's dynamic and evolving business landscape.

I would like to express my pride in being the Chairman of INJAZ Lebanon's Board of Directors for the past four years and witnessing the evolution of the organization in inspiring and empowering a growing number of Lebanon's youth: our future.

Since its inception in 2001, over 65,000 students aged 10 to 24 years old have participated in INJAZ' programs thanks to the support of 2,750 professional volunteers from local and international corporations in Lebanon. These numbers represent the strong impact of the INJAZ model and the fruit of collaboration between INJAZ, the private sector, and the educational system.

I would like to seize this opportunity to thank each and every one who contributed to our success in the 16-2015 academic year, including the Ministry of Education, our outstanding volunteers, board members, partners from the business sector, local and international organizations, INJAZ alumni and our network of friends and supporters.

Thank you all for believing in the boundless potential of young people! I look forward to an even more fruitful year with INJAZ Lebanon, with a growing number of young dreamers learning the tools to achieve and succeed.



Chairman's letter / Mr. Michel Fattal

Every year, INJAZ Lebanon provides our children and youth with new learning opportunities and equips them with the skills and the knowledge that will prepare them for successful and happy lives.

We provide the youth of Lebanon with entrepreneurial skills so they can think outside the box, dream big, and learn the value of courage and perseverance. We equip them with employability skills to help prepare them to meet the challenges they will face in the real world. We develop young people's financial literacy skills to make them more responsible when managing their personal and business finances, and be responsible citizens.

I am thrilled when I hear and read the testimonials from our participating youth, they reveal how empowering INJAZ programs are. Knowledge and education open endless doors and, coupled with a strong partnership with the business sector, they are all the more powerful. Corporate volunteers who deliver our programs break the routine, bringing real-life professional experience and advice. They create faith and excitement about the possibility of a fulfilling career and a bright future.

During this last academic year we increased the number of business and community partners that support our endeavors, we collaborated with 38 companies and 20 organizations, to benefit over 3,000 children and youth with the wide range of INJAZ programs from middle grades to university level.

We also increased the share of public schools enrolled in INJAZ programs thanks to the belief of the Ministry of Education in our programs and its renewed support throughout the years.

I am also very happy to announce that INJAZ Lebanon, in coordination with INJAZ Al-Arab regional Operating Center and all INJAZ offices across the Arab region, is setting up its alumni chapter that will provide its members with networking opportunities and other support services.

I would like to thank our Board of Directors, our business and education partners, each and every one of the professional volunteers, as well as all my colleagues at INJAZ Lebanon for making all this possible, for their strong commitment to support Lebanon's children and youth. Education and partnerships can do wonders. Let us continue to join hands to help create endless and brighter opportunities for our youth!



Executive Director's letter / Ms. Fayza Saad Mehanna



FAREWELL SORAYA SALT

Soraya Salti established INJAZ Al-Arab because she believed in the Arab youth and in empowering them. In her tireless quest to create a better future for them through education and practical entrepreneurial and employability skills, Soraya mobilized the private sector and ministries of education in the Arab world to rear a new generation of business-minded people who will become entrepreneurs and employees of choice for corporations.

Under her leadership, the organization grew to include 14 countries, impacting the lives and future of over two million young people across the Arab region. In that, she was a visionary.

Soraya tragically passed away on November 6th, 2015 but her courage, optimism and kindness will live on. We believe the best way to honor her is to continue to pursue her legacy and to persist in our endeavor to positively impact the youth of our region with the same passion and commitment with which she touched millions of lives. Rest in peace Soraya, you will be sorely missed.



OUR STORY

INJAZ Lebanon, an affiliate of Junior Achievement (JA) Worldwide® and a member of INJAZ Al-Arab, is a non-profit organization dedicated to prepare Lebanon's youth population for a competitive and growing regional and global economy. Through our unique approach, bridging the gap between education and business, we aim to prepare future business leaders, equipping them with the skills and mindset necessary to succeed in their professional lives and to support their communities.

Since 2002, thanks to the generous contribution of over 2,750 volunteers, more than 65,000 students from all areas of Lebanon have been able to take advantage of our hands-on training programs about work readiness, entrepreneurship and financial literacy.

MISSION

Our mission is to equip the youth of our nation with the skills and mindset they need to become successful entrepreneurs and qualified professionals, stimulating their communities and contributing to the economic development of Lebanon and our region.

STRATEGY

Our strategy is to connect our young generation with corporate mentors and independent professionals who volunteer to provide them with engaging programs and relevant professional experience and advice.

CONNECTING STUDENTS TO THE WORKPLACE!

INJAZ Lebanon prepares youth to join the job market as qualified employees or entrepreneurs

EDUCATION SYSTEM



SCHOOLS & UNIVERSITIES
& YOUTH CENTERS (10-24 YEARS OLD)

PROGRAMS ABOUT:



Entrepreneurship



Work Readiness



Financial Literacy



INJAZ Lebanon
A Member of JA Worldwide

BUSINESS COMMUNITY



SPONSORING PROGRAMS & SCHOOLS

- CORPORATE VOLUNTEERS:**
- DELIVER INJAZ PROGRAMS
 - ACT AS MENTORS TRANSFERRING WORKPLACE KNOWLEDGE & ENTHUSIASM TO STUDENTS

AWARDS:

INJAZ Lebanon wins the JA Compliance Award!

INJAZ Lebanon has won the JA Compliance Award for 2015-2016.

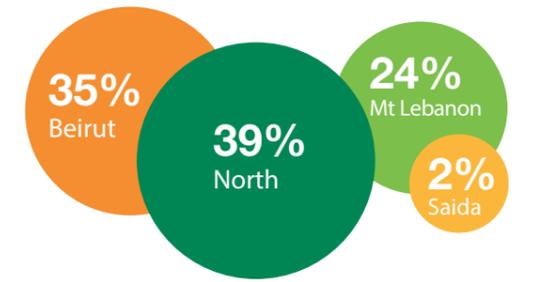
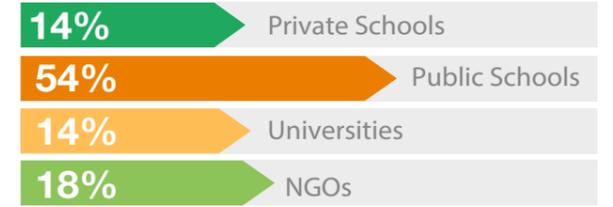
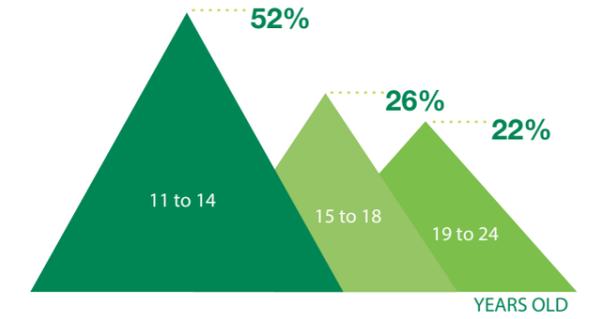
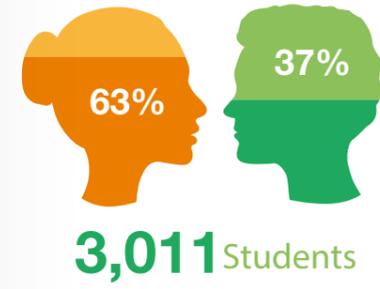
In accordance with Junior Achievement Worldwide and INJAZ Al-Arab's criteria, we met our annual objectives and submitted our reporting requirements in an accurate and timely manner. We are proud of our achievements and hope to continue fulfilling all expectations in the future.



THE FIGURES



10 PROGRAMS



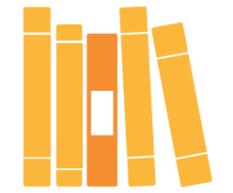
58 Corporate & community partners



189 Volunteers



21,156 Volunteering hours



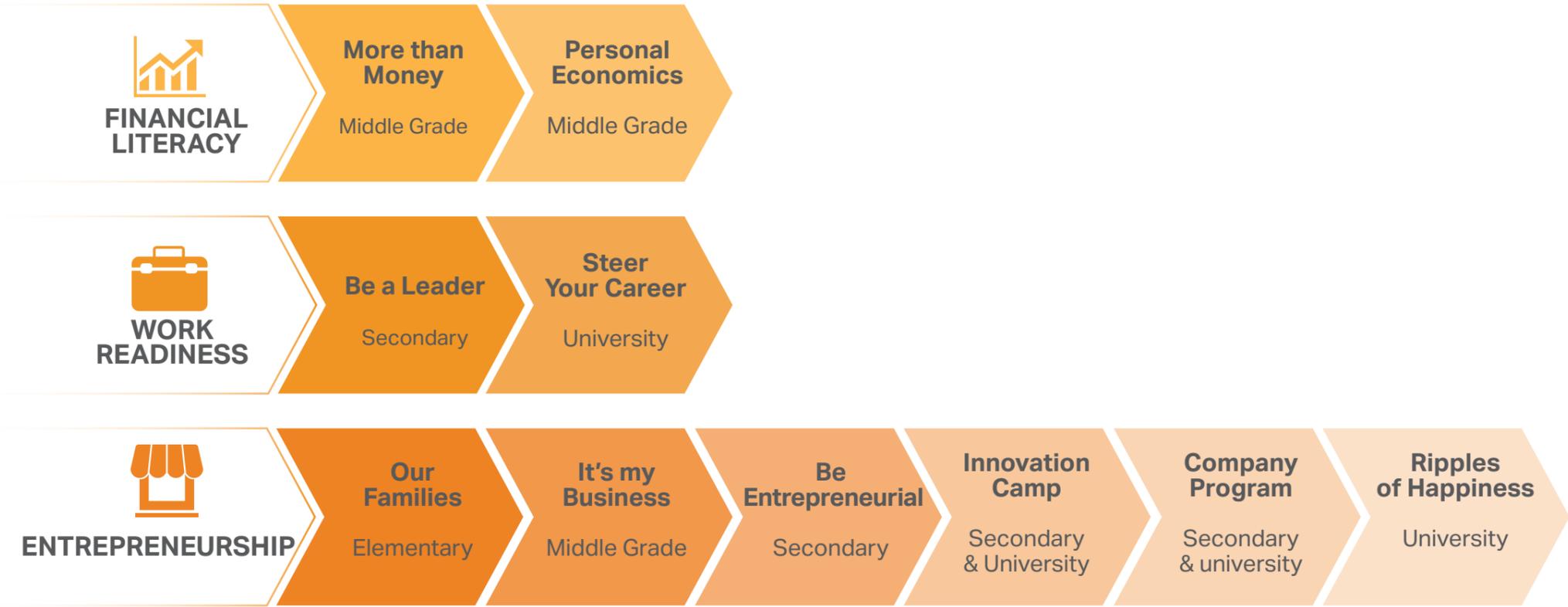
39 Educational institutions

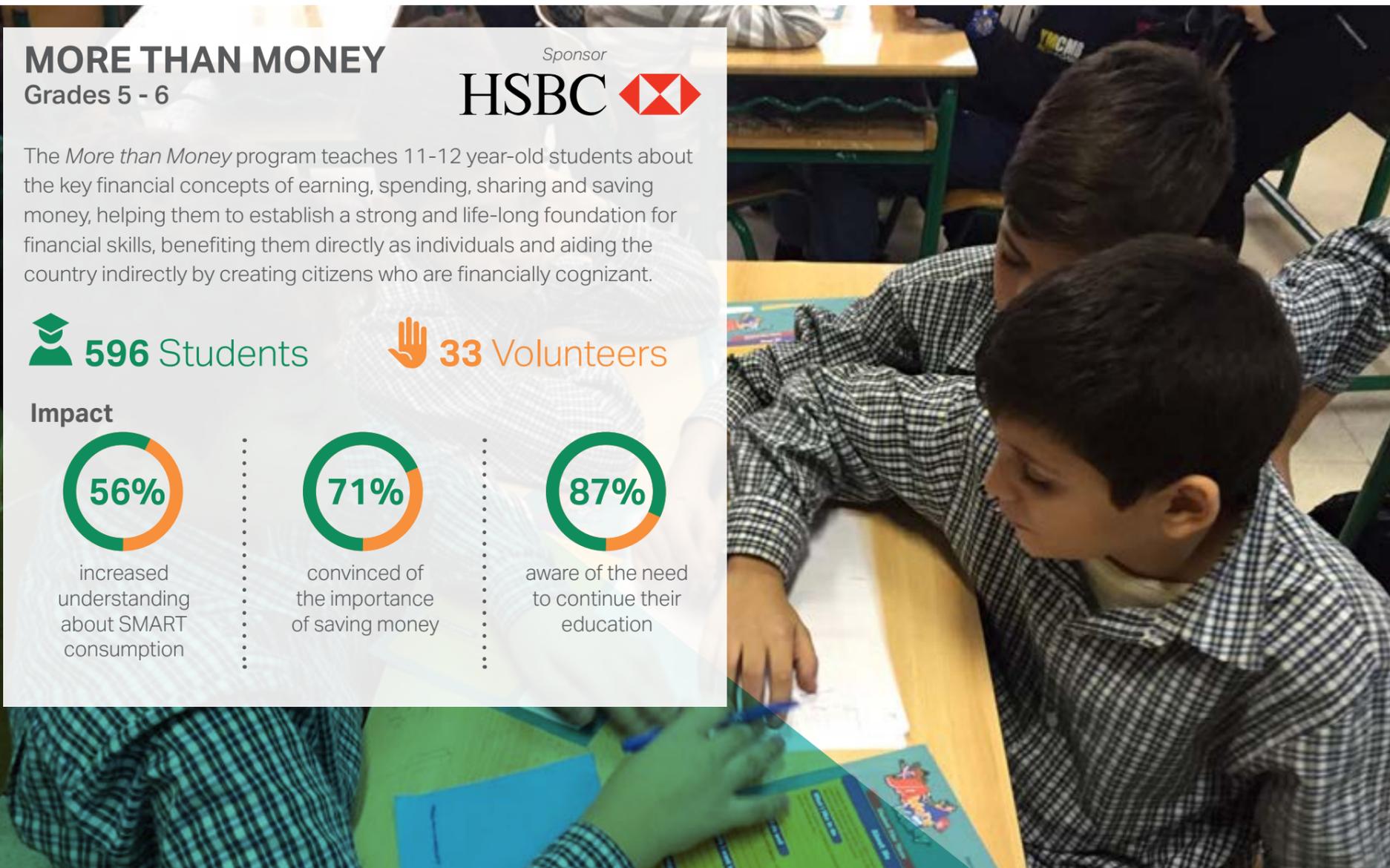


INJAZ IN ACTION

How do you prepare school and university students for future success in the real world: setting life goals, generating and managing wealth and generally positively impacting their communities? Bring the real world into the classroom! Through the various INJAZ programs, students learn interpersonal skills, acquire financial literacy and develop entrepreneurial mindsets, preparing them for the working world with confidence, skill and vision.

OUR PROGRAMS ARE BASED ON THREE PILLARS





MORE THAN MONEY
Grades 5 - 6

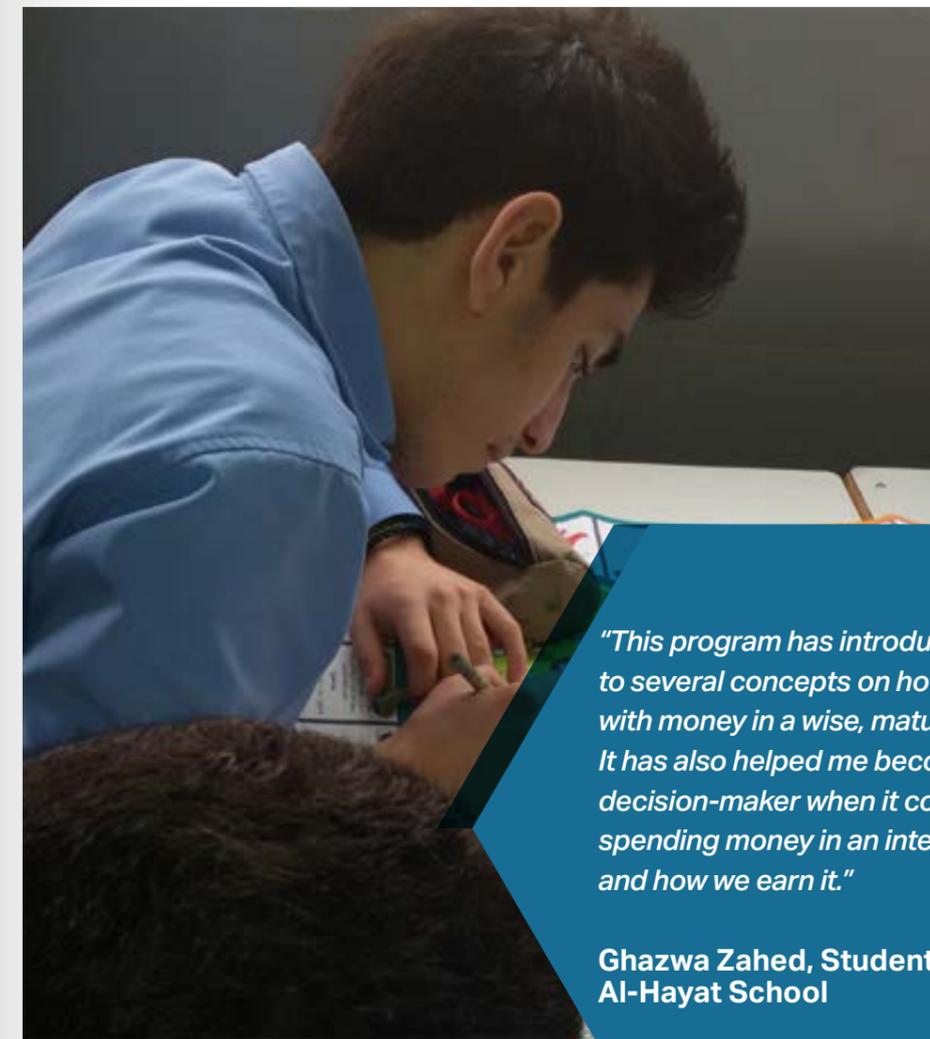
Sponsor
HSBC 

The *More than Money* program teaches 11-12 year-old students about the key financial concepts of earning, spending, sharing and saving money, helping them to establish a strong and life-long foundation for financial skills, benefiting them directly as individuals and aiding the country indirectly by creating citizens who are financially cognizant.

 **596 Students**  **33 Volunteers**

Impact

- 56%** increased understanding about SMART consumption
- 71%** convinced of the importance of saving money
- 87%** aware of the need to continue their education



"This program has introduced me to several concepts on how to deal with money in a wise, mature way. It has also helped me become a better decision-maker when it comes to spending money in an intelligent manner and how we earn it."

Ghazwa Zahed, Student, Al-Hayat School

"(...) The children were very enthusiastic and they developed some really great ideas for businesses as well as some very artistic logos! Hopefully they will all remember what they learned when they make their next purchase (by thinking SMART), and when they set up their new multi-million dollar businesses in about ten years' time. I encourage everyone to get involved and to teach a class. It will open your eyes to a different world, build your respect for teachers and will definitely increase your humility!"

Peter Yeates, Volunteer, CEO at HSBC Lebanon

TESTIMONIALS



BE A LEADER

Grades 10 - 11

Influence, vision, negotiation and collaboration are the concepts taught through the Be A Leader program, which offers a well-rounded approach that addresses the social and professional benefits of these key leadership skills.

 **286 Students**  **13 Volunteers**

Impact

-  **54%**
increased ability in recognizing a successful leader
-  **83%**
discovered leadership characteristics within them
-  **86%**
developed the ability to become good leaders



"Be A Leader taught me to develop and strengthen my interpersonal skills that are essential to succeed in our world today. It introduced us to the characteristics of a leader, that a leader should establish a vision in mind and head towards it and act as backbone to his team members rather than a boss."

Rouaa Amoudi, Student, Georges Sarraf Public School

"This program helps the students realize their capacity and know that their opinions are much more valued, respected and heard. They also learn that they can make a difference by starting from within (...). I was blessed to give the Be A Leader program two times at L.O.F Jdeideh and was inspired to see the impact and the influence more than words can express"

Toufic Nakhle, Volunteer, Sales Manager, Fattal Group

TESTIMONIALS

STEER YOUR CAREER
University

Sponsor
MetLife

Through this program, university students learn key employability skills they need to succeed in the workplace: interpersonal skills, teamwork, written and verbal communication, presentation as well as job searching skills such as resumé writing and preparing for job interviews. The Steer Your Career program helps university students combat a rising rate of unemployment in Lebanon and the region and embrace the responsibility of becoming effective and ethical employers and employees of the future.

 **336 Students**  **16 Volunteers**

Impact

- 79%** improved their job interview preparation skills
- 92%** now able to prepare a good resume
- 73%** better able to assess occupations that interest them



"This workshop was very helpful as every one of us was applying for internships and/or for a job and need help with his/her resumé."

**Mimi Al Alam, Student,
Lebanese American University**

"If I were a university or school student I would have loved to receive such beneficial programs; that's why I'd love to make sure that this generation benefits from such programs that would not be available without an organization like INJAZ and volunteers like my colleagues and myself."

**Razane Mokdad, Volunteer,
Human Resources Officer, Metlife**

"Steer Your Career is a very rich and beneficial program and essential for university students as it forms their survival kit necessary for the beginning of their professional life journey. Our young generation has all it takes to succeed and with a little motivation and support provided in such programs, we do not only shape our youth the right way but also shape the future workforce and this is something we aspire to as experienced business executives."

**Amer Abdul Malak, Volunteer,
Deputy Agency Director, Metlife**

TESTIMONIALS

IT'S MY BUSINESS Grades 7 - 8



What is at the base of entrepreneurship? Can a person be taught to think and act like an entrepreneur? The *It's My Business* program teaches students the four key characteristics of successful entrepreneurship: a belief in oneself, fulfilling a need, knowing the customer and the product, and creativity and innovation. Working in groups, students aged 12-13 years learn how to identify entrepreneurial characteristics, discovering the market and planning for a teen club in the best way possible, through a hands-on experience.

 **823** Students

 **27** Volunteers

Impact



increased knowledge in differentiating a need from a want



now knowledgeable about entrepreneurship



are more confident about their future



"The program is engaging for students with the games, challenges and the gadgets. The idea of competition, winning and losing all made the program appealing to the students and to me since it's far from pure lecturing (...) They liked the idea of having someone who will release them from regular classes. They wanted to show all their knowledge and potential and always ready to participate, assist and take roles."

**Nisrine El Khatib, Volunteer,
Head of Unit at Bank Audi**

"(...) My favorite sections were about learning how to deal with customers and when we drew the teen club business plan. And these things really benefit us more than what we usually learn because it teaches us how to build a successful future and improve our financial situation."

**Ahmad Hamoud, Student,
Shakib Arslan School**

TESTIMONIALS



BE ENTREPRENEURIAL Grades 11 – 12

Sponsor
BNY MELLON

Be Entrepreneurial is a 7-hour program through which participants learn to evaluate an entrepreneurial idea based on product, customer, and competitive advantage criteria. They discuss marketing, financing and ethical decision making while developing their first business plan for a selected product or service. This program introduces students to the essential components of a practical business plan, challenging them to start an entrepreneurial venture.

252 Students

14 Volunteers

Impact



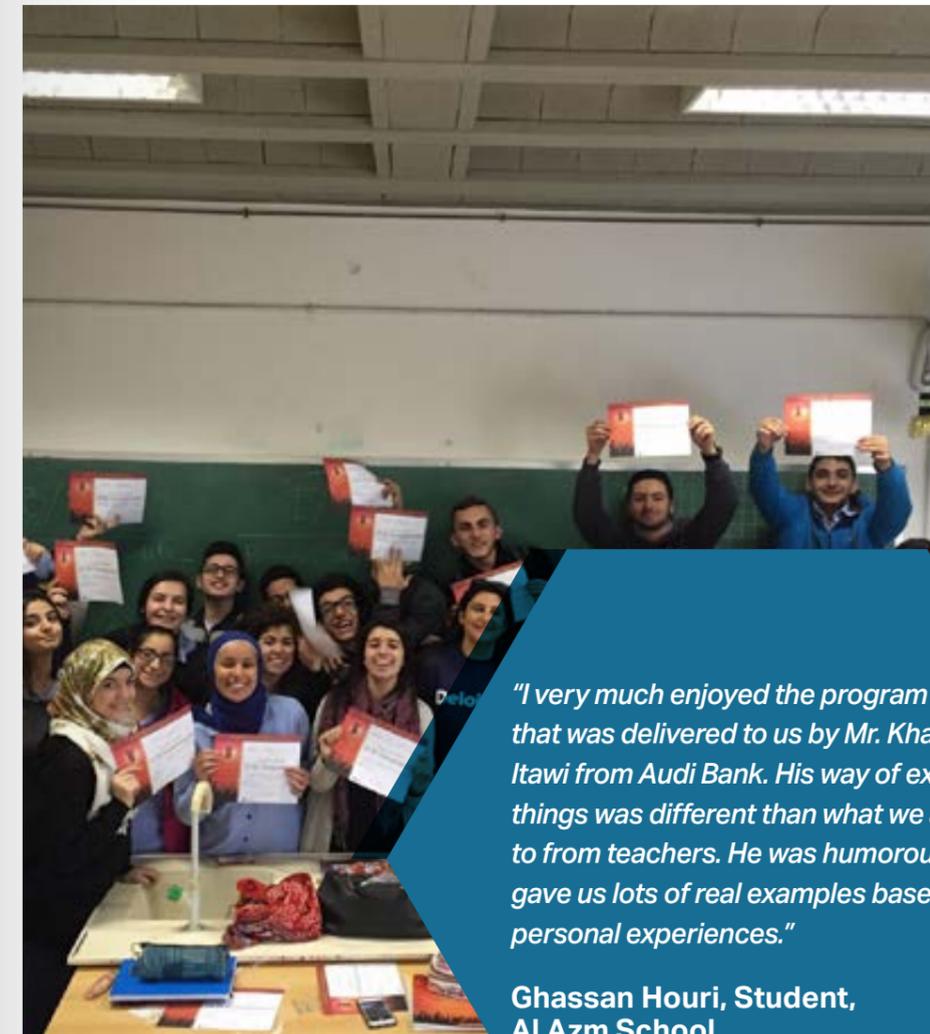
increased their problem solving abilities



now interested in owning their own business



realized the importance of continued education



"I very much enjoyed the program that was delivered to us by Mr. Khaled Itawi from Audi Bank. His way of explaining things was different than what we are used to from teachers. He was humorous, and gave us lots of real examples based on his personal experiences."

**Ghassan Hour, Student,
Al Azm School**

"Volunteers from Deloitte Middle East have trained over 6,600 students under the Deloitte INJAZ Al-Arab Be Entrepreneurial program across the Middle East since 2012. Volunteering does not only benefit the recipients and their communities but also is very rewarding for our volunteers themselves and equips them with important skills."

**Rana Ghandour Salhab, Partner,
Talent & Communications, Deloitte**

"Be Entrepreneurial is something I like, believe and practice hence this program made a lot of sense and I think we need more of those programs in Lebanon to help in creating awareness and job opportunities."

**Issam Chalouhi, Volunteer,
Senior Territory Manager, Oracle**

TESTIMONIALS



INNOVATION CAMP Grades 11- University



Innovation Camp (iCAMP) is a one-day workshop geared towards finding innovative solutions to pressing business challenges. Calling on their creativity, teamwork, public presentation and leadership skills, participating students work in groups to create a business plan and present their idea to a judging panel, following a workshop during which they learn the skills needed for successful entrepreneurship. INJAZ Lebanon organized eight Innovation Camps during the academic year 2015-2016. Below is a list of each participating company and the challenges presented.

 **395** Students

 **55** Volunteers

PROGRAM PARTNERS

CHALLENGES



Create an innovative product, or service, from re-used or recycled waste—that is normally produced in large quantities by businesses—that would allow them to have a positive impact on the environment and on their communities.



Come up with a community space concept that would attract young entrepreneurs and university students to work, socialize together and create potential start-up projects.



Solve the traffic problem in Lebanon.



Create a service or product that promotes the touristic and entrepreneurial side of Tripoli.



Formulate an idea that helps young people save time and focus on their priorities.



Build a business model that enhances the local job market and generates revenues for the rural economies.



Devise a plan that will attract more international students to join Ahliyah school's community.



Create a product or a service for Citibank to seamlessly integrate technology into its business operations.

Participating Schools & Universities

Schools: Ahliah School, Antelias Public High School, Azm School, Dbayeh Public School, George Sarraf Public Mixed School, Jal El Dib Public High School, Jdeideh Public High School for Girls, Laure Moughaizel Public High School for Girls, and Tripoli Secondary School for Girls

Universities: American University of Beirut (AUB), American University of Culture and Education (AUCE), American University of Science and Technology (AUST), Arts, Sciences and Technology University in Lebanon (AUL), Lebanese American University (LAU), Lebanese University (LU)-Fine Arts, and Notre Dame University (NDU) - Shouf campus

Impact



realized the importance of a solid and trustworthy team for entrepreneurs



would adopt the problem-solving methodology in their personal and professional life



enhanced their presentation and public speaking skills



"It was a fantastic experience, we learned to communicate, to think outside the box and to be creative in discussing problems."

INJAZ Lebanon Student

"The workshops are proving to be a great success as we witnessed the students' incredible creativity, innovation, and problem solving skills. We see a great future ahead for these young entrepreneurs, and we look forward to witnessing them realize their full business potential."

Michel Sawaya, Director, Citibank Lebanon

"It has been a long time since I saw the energy of youth, explored their creative ideas blended with their twist for a bright future(..) Such programs, although they are short, will leave a trace on all the participants, students will feel what is waiting for them in the real world and get ready for it."

Mohammad Fakih, Volunteer, Project Manager, Bank Audi

TESTIMONIALS

COMPANY PROGRAM Grade 11 – University

As part of the *Company Program*, secondary school and university students experience what it would be like to have a business of their own. Over a period of six months and under the guidance of professional volunteering mentors, students turn into young entrepreneurs and innovators. Teams go through every step of setting up and running their small businesses, including initial idea generation, splitting into departments, creating, marketing and selling their products or services.

The program culminates in the national *Young Entrepreneurs Competition (YEC)* during which students compete in front of a judging panel across four stages including reports submission, business presentations, trade fair stands and panel interviews. Winners of the Best Company award (for the school and university tracks separately) represented Lebanon against 13 other Arab countries at the regional competition, held in Oman and Bahrain in 2015 and 2016 respectively.



YOUNG ENTREPRENEURS COMPETITION 2015

The Young Entrepreneurs Competition 2015 took place on October 3rd, hosted by the American University of Beirut Center for Civic Engagement and Community Support (AUB CCECS). All teams were mentored by volunteers from the following companies: Chreek, Dynamic Recruit, Gezairi, Grassroots, Inspirational Garden, Markits Consulting, Metlife, Vitality Sarl, Utopia, Women to Women Success.

COMPANY PROGRAM SPONSOR **MetLife**

YOUNG ENTREPRENEURS COMPETITION

Event Patron



مصرف لبنان
BANQUE DU LIBAN

Event Sponsor



Event Partners



Event Host



Center for Civic Engagement
and Community Service | CCECS





PARTICIPATING SCHOOLS/UNIVERSITIES



SCHOOLS

- Al Ahlia School
- Azm School
- Beirut Baptist School
- Dbayeh Public High School
- Haddadin Public High School for Girls
- Jal El Dib Public School
- Laure Moghaizel Public High School for Girls Beirut
- Sin el Fil Public High School



UNIVERSITIES

This is the first year that a university track is also added to the competition thanks to a partnership with UTOPIA organization from Tripoli.



JUDGES

Mr. Fouad Rahme

General Manager at BLC Invest and General secretary at RDCL

Ms. Evelyne Aouad Turk

Executive Partner at Sport Evasion/ epositive

Mr. Rabih Shibli

Director of Center for Community Support and Civic Engagement at AUB

BEST COMPANY WINNERS



SCHOOL TRACK



Laure Moghaizel Public High School for Girls, Beirut
Medbox's product "Vi Beat" is a medical box with multiple tools to help parents administer medicine to their children in a fun and educational way.



UNIVERSITY TRACK



UTOPIA Organization, North Lebanon
"ZAWIYA" creates smart and convertible furniture that saves space in houses and offices and helps fit large furniture.

OTHER AWARDS INCLUDED



BEST SOCIAL IMPACT

4U / Haddadin Public School for Girls

4u company came up with a 3G connection phone Jammer for public buses and cars to decrease phone use while driving.

Onoma / Dbayeh Public School

Onoma company uses upcycling to redesign them into vintage items with the help of a fashion designer



BEST MARKETING STRATEGY

Onoma / Dbayeh Public School



BEST TEAM SPIRIT

Medbox / Laure Moghaizel Public High School for Girls

OTHER AWARDS INCLUDED



BEST INNOVATIVE PRODUCT

Medbox / Laure Moghaizel
Public High School for Girls
Onoma / Dbayeh Public School



PEOPLE'S CHOICE AWARD

Ghadan / Beirut Baptist School
A tool that helps you measure the right quantity of pasta to cook & an electric twisting fork to make your eating experience fun and easy.



"As a high school student interested in business and entrepreneurship, I found great pleasure in being part of the INJAZ JA Company program. This fruitful experience provided me not only with a better understanding of how businesses work, but it also put my communication and leadership skills into practice(.) This is what Injaz fueled me with, and this is what I will use as a very basic, yet significant guideline for my future work hopefully, as an entrepreneur."

**Maya Makarem, Student,
Beirut Baptist School**

"As part of MetLife's ongoing commitment towards supporting the growth of the Lebanese society, we take pride in supporting the National Young Entrepreneurs Competition and encouraging and cultivating ambitious business models that can materialize, and ultimately shape Lebanon's economic future."

**Noura El Kady Kurdian, Partner,
Human Resources Manager, MetLife.**

TESTIMONIALS



YOUNG ENTREPRENEURS COMPETITION 2016

The Young Entrepreneurs Competition (YEC) 2016 was held at the Lebanese American University (LAU) on October 1st, 2016. Thanks to the support of Asfari Foundation, eight School teams and three University teams participated in the Company Program for the academic year 2015-2016 and were mentored by professional volunteers from B1 Group, Berytech, Gezairi, My Club, NADAL, SEED and UpSkilled Grad. Seven selected teams made it to the competition.

COMPANY PROGRAM SPONSOR



YOUNG ENTREPRENEURS COMPETITION

Event Patron

Gold Sponsor

Event Partners

Event Host



مصرف لبنان
BANQUE DU LIBAN



UNIC - Beirut

Entrepreneur



المؤسسة اللبنانية للامور
Lebanese American University

PARTICIPATING SCHOOLS/UNIVERSITIES



SCHOOLS

- Al Azm school
- Lady of Balamand High School
- Laure Moghaizel Public High School for Girls
- Shakib Arslan Public High School
- Tripoli Secondary Public School for Girls



JUDGES

Dr. Saad Andary

Vice Governor, Banque du Liban

Ms. Margo Helou

Director, United Nations Information Centre in Beirut

Ms. Dalida Nahas

Marketing Director, ABC

Mr. Michel Fattal

Senior Vice President, Fattal Group & Chairman, INJAZ Lebanon



UNIVERSITIES

- Al Manar University of Tripoli
- Lebanese University, Fine Arts Faculty





BEST COMPANY WINNERS

SCHOOL TRACK



HEALTHLET

Lady of Balamand High School, North Lebanon

Healthlet company created a wristband with a device containing NFC technology to allow paramedics and other health professionals get access to your medical information quickly and efficiently.

UNIVERSITY TRACK



RIWAYAT

Lebanese University, Faculty of Fine Arts, Mount Lebanon

RIWAYAT company created comic books that stand out for their originality and diversity of styles to support a social cause. The company's mission is to help NGOs and selected CSR programs from the private sector to raise social awareness targeting children and youth.

OTHER AWARDS INCLUDED



BEST SOCIAL IMPACT

Revol-B / Laure Moghaizel Public High School for Girls – School Track

Revol-B created a user-friendly manual compressor that can be hung on the wall in any household, gym or other relevant premises in order to compress bottles and cans.

Riwayat / Lebanese University, Faculty of Fine Arts University Track



BEST TEAM SPIRIT

Riwayat / Lebanese University, Faculty of Fine Arts



PEOPLE'S CHOICE AWARD

Reminder Pack Tech / Azm School



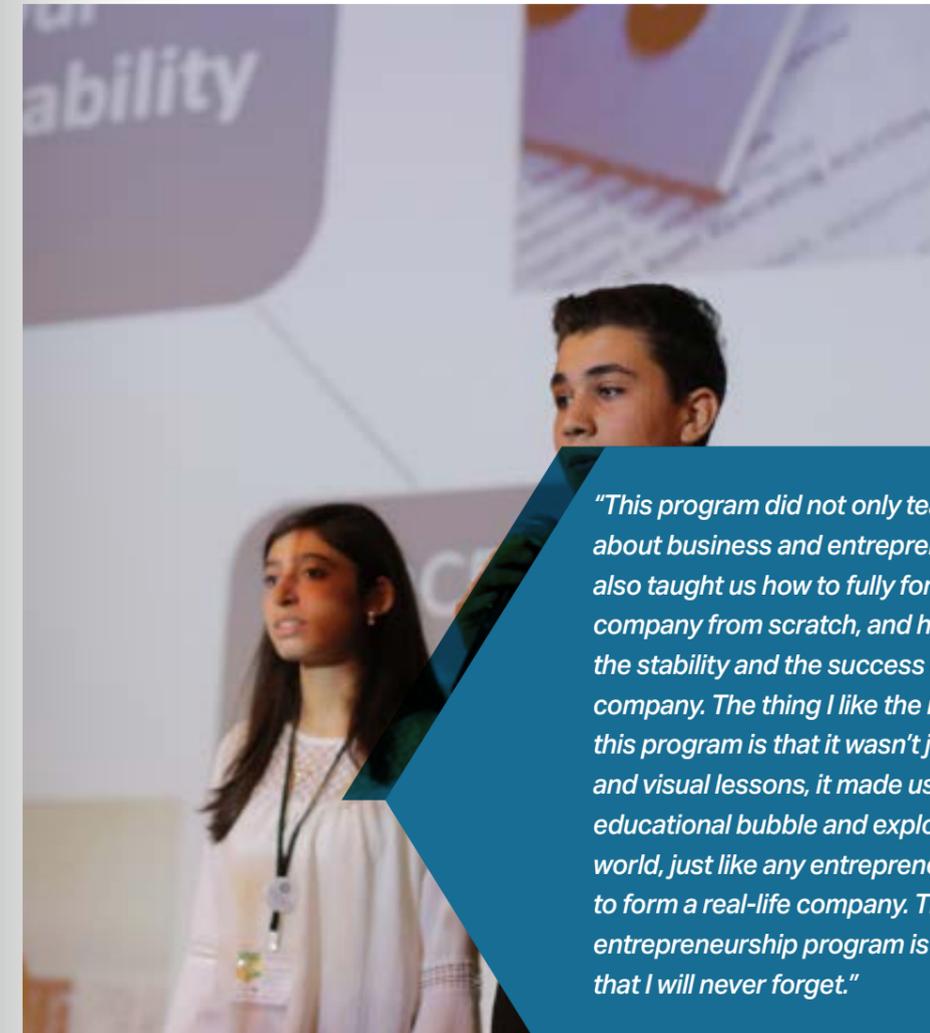
BEST MARKETING STRATEGY

Reminder Pack Tech / Azm School – School Track

Reminder Pack Tech is a company specialized in providing memory solutions especially to the elderly. Their first product is a portable pillbox that has visual and audio functions to remind patients of their medications.

Riwayat / Lebanese University, Faculty of Fine Arts University Track





"Banque Du Liban takes pride in supporting Lebanon's future generation of entrepreneurs. This competition is a key instrument for encouraging Lebanon's youth to become innovative business leaders, and to play an essential role in strengthening our economy and positioning Lebanon on the global economic map."

Dr. Saad Andary, Vice Governor, Banque du Liban and member of the competition's judging panel

"This program did not only teach us about business and entrepreneurship, it also taught us how to fully form an entire company from scratch, and how to maintain the stability and the success of this company. The thing I like the most about this program is that it wasn't just workshops and visual lessons, it made us get out of our educational bubble and explore the business world, just like any entrepreneur seeking to form a real-life company. The INJAZ entrepreneurship program is a part of my life that I will never forget."

Khaled Khazaal, Student, Azm School, Tripoli.

TESTIMONIALS





RIPPLES OF HAPPINESS University



Ripples of Happiness, a regional competition involving six countries (Lebanon, Palestine, the United Arab Emirates, Saudi Arabia, Bahrain and Jordan) encourages university students to recognize and identify deficiencies in their communities and come up with innovative solutions to them.

Students are offered guidance and resources as they plan, organize, and finance a socially responsible project to make a positive impact within their respective communities. The program takes place over a six-week period, culminating in a one-minute video project description. A panel of judges select the top three winners who will receive support in the realization of their projects. The first place winners, a team from Palestine, established a music center, "Melody of Happiness", in the village of Safa. The center provided an opportunity for around 40,000 kids in the village to learn music. All three top winners received financial support to expand their projects. The Ripples of Happiness program is jointly developed by INJAZ Al-Arab and the Coca-Cola Foundation.

 **70 Students**

 **4 Volunteers**

Four teams from Lebanon participated in the program with the projects **2Do-Nation, Cycland, Green Wheels and Sharekna El Tabkha**, detailed below.

2 DO-NATION

UTOPIA Organization

2 Do-Nation created an application that connects people who are willing to help with those in need.

GREEN WHEELS

Loyac Lebanon

Green Wheels came up with a new eco-concept for transportation by creating a tricycle with a seating for two to be used as a Taxi inside Beirut and for advertising.

Cycland

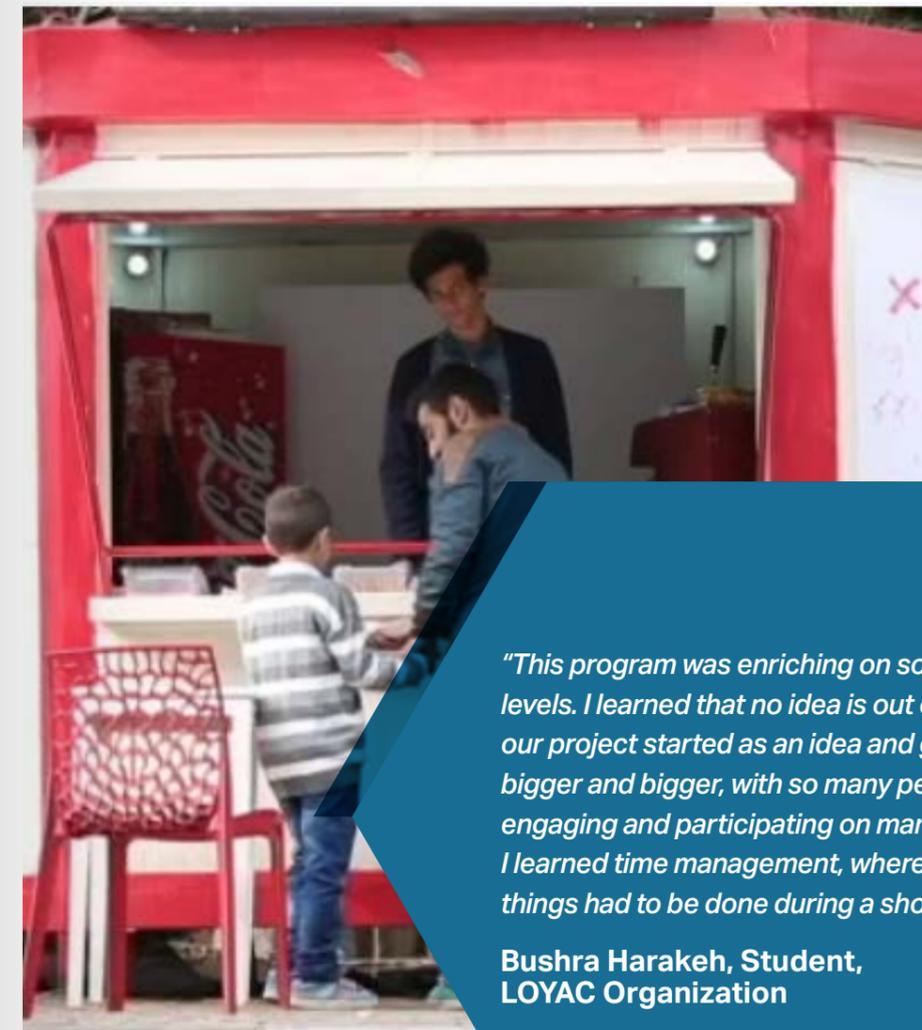
American University of Beirut

Cycland team collected thrown away food and brown wastes rich in soil nutrients and sold them to farmers for composting purposes.

Sharekna El Tabkha

Red Cross Youth Department, Tripoli

Sharekna El Tabkha team placed a kiosk on Tripoli's street where anyone can place freshly cooked meals to be shared with the underprivileged people.



"This program was enriching on so many levels. I learned that no idea is out of reach, our project started as an idea and grew bigger and bigger, with so many people engaging and participating on many levels. I learned time management, where so many things had to be done during a short period."

**Bushra Harakeh, Student,
LOYAC Organization**

"I really enjoyed the idea of Ripples of happiness program, it was a new and interesting experience for me. (...) The program is beneficial for all youth in Lebanon, especially that it will encourage them to become future entrepreneurs. It helps them believe in themselves and that they can achieve anything they want. I will definitely volunteer again with INJAZ!"

**Samir Semaan, Volunteer,
Managing Partner, Ginovi**

TESTIMONIALS

PROJECTS

Skills4Life

Skills4Life is a two-year project that took place between January 1st, 2014 and December 30th, 2015. The project is specifically designed to educate and empower Palestinian refugee students who are considered at risk of dropping out of school. A total of 1000 students aged 8-18 years attended the program and participated in a series of co-curricular and learning support activities including entrepreneurship, leadership, work readiness, art, English, drama, and Information Technology (IT), among others.

A closing conference was held on November 12th, 2015 at Le Bristol Hotel in Beirut that included panels of students sharing their experiences and participating partners discussing their challenges and key lessons. Skills4Life was funded by the European Union and implemented by the Welfare Association in partnership with Unite Lebanon Youth Project (ULYP) and INJAZ Lebanon.

'I was encouraged to take decisions in my life, to be responsible and to abide by the regulations in order to reach my goal in the future. INJAZ Lebanon's "Entrepreneur Master Class" was a very fun and exciting program that gave me answers to many questions that I had in mind like how people open up their own companies and how did they reach this level. Also it's very important to respect and understand the fact that each person has his own skills and capabilities which are special and different from the others.'

Bashayir El-Hadda, 15 years, S4L Student

"It was an amazing experience, I learned a lot from it. It helped me become better in my conversations with others, a better listener and to give my opinion without being shy about it. My internship at INJAZ Lebanon encouraged me to continue my education and to get into the business world"

**Dalia Abd Alhadi, age 16,
S4L Student**





AND OTHER STORIES



مصرف لبنان
BANQUE DU LIBAN

Back to Banque du Liban Accelerate 2015

For the second consecutive year, INJAZ Lebanon participated in the Banque du Liban's Accelerate 2015 Conference that was held at the Beirut Forum on 10-11 December, 2015. Banque du Liban Accelerate is Lebanon's annual international startup conference, and officially the largest international startup conference in the MENA region, with over 7,000 attendees. We were happy to meet everyone who visited our stand and showed their interest to join our beloved INJAZ volunteer community.



Sealed and (Trade)marked by SABA

Saba Intellectual Property offered its expertise and support to help manage the trademark portfolio of JA Worldwide Inc. and JA/INJAZ

local entities in the Middle East and North Africa (MENA) region. We are excited to be supported by such a leading service provider and are very grateful to Saba for its generous and professional support!



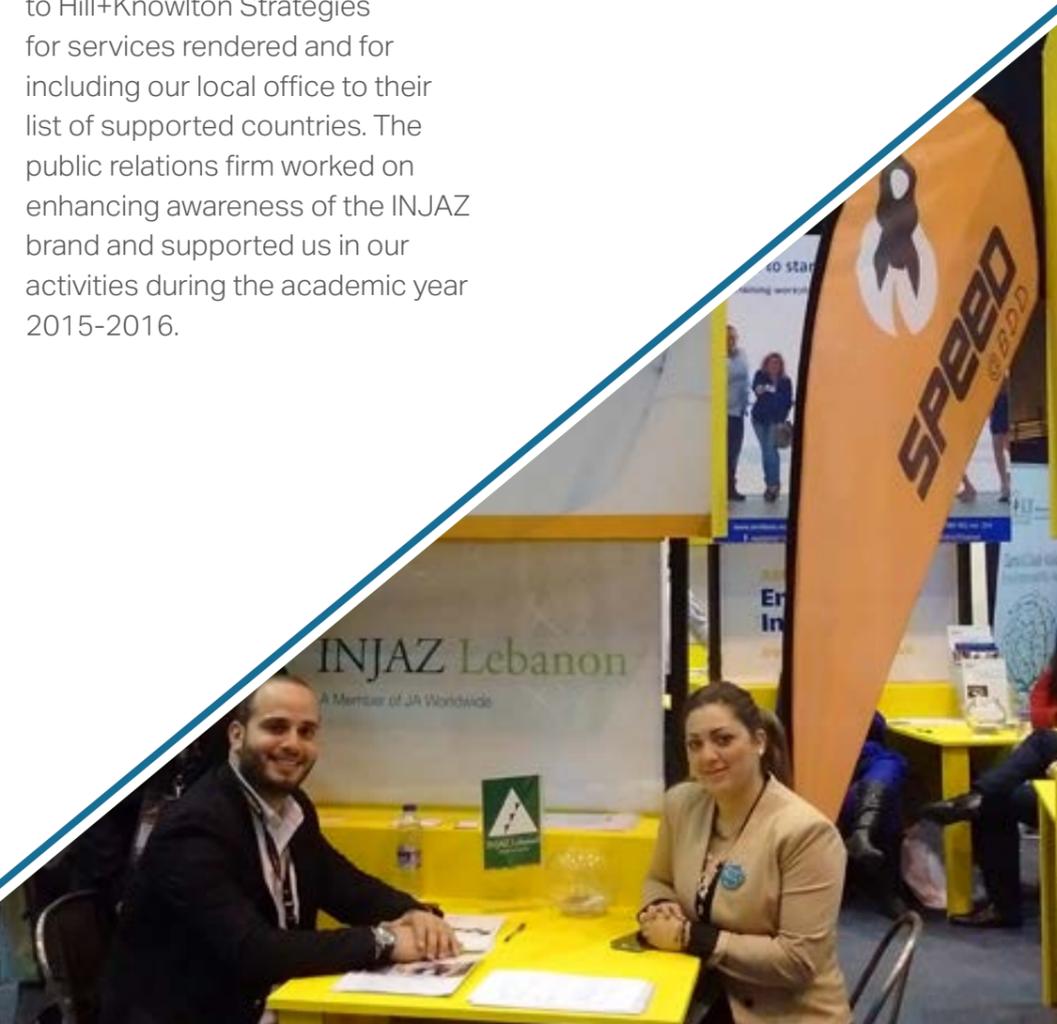
RDCL for a stronger economy

Dr. Fouad Zmokhol, President of The Lebanese Businessmen Association (RDCL), signed an agreement with INJAZ Lebanon encouraging its members to support INJAZ' activities and help build the next generation of entrepreneurs and business leaders. We look forward to a successful collaboration that brings many more businesses to support Lebanon's youth!



Thank you for the support (Up)Hill+Knowlton

INJAZ Lebanon is very grateful to Hill+Knowlton Strategies for services rendered and for including our local office to their list of supported countries. The public relations firm worked on enhancing awareness of the INJAZ brand and supported us in our activities during the academic year 2015-2016.





#ILALUMNI

As part of the creation of the INJAZ Regional Alumni Network, INJAZ Lebanon launched its alumni chapter: #ILalumni, which brings together all former students who participated in the INJAZ/JA programs across Lebanon. Our alumni, from varying backgrounds and all walks of life, have one thing in common: they have distinguished themselves, whether in education or the business community. They also all share a passion for leadership and entrepreneurship. Founding members of the chapter have worked on all the manuals and by-laws and have plans to expand and attract more alumni. We are all very proud of them!

Founding Members - from right to left

SAMER SFEIR

President of INJAZ Lebanon's Alumni Chapter

- > Vice President for Social Impact of the Regional INJAZ Alumni Committee
- > ShareQ Founder / Social Entrepreneur

CHRISTELLE HLEIHEL

> Student at Lebanese university in medico social work.

> Customer service hostess in ABC Achrafieh.

> Member in dream makers Event Planning.

FAHD JAMALEDINE

> Co-founder and Director at Inspiration Garden

> Fellow at Teach for Lebanon B.S. in Mathematics - University of Balamand

> Head of Board of Administration at Lebanese Red Cross - Emergency Medical Services - Tripoli Station

GAELE FEGHALI

> Program Coordinator at SE Factory Coding Bootcamp

"As INJAZ launches the Lebanon Alumni Chapter, I would like to say to all previous INJAZ program participants: It is time for us to meet and become a real network where we support each other, to be even more successful, and make a larger social impact in our communities. Reconnect with INJAZ so we can reach you."

Samer Sfeir



ZEIT (OIL) + SOAP = ZOAP: A BUBBLING INITIATIVE

ZOAP is a revolutionary brand that uses cooking oil to make, well, soap!

The ambitious project, which had won First Prize in the 6-country regional competition that follows the Ripples of Happiness program 2014, tackled unemployment, environmental sustainability, and social hygiene. The students worked with underprivileged women, training them how to up-cycle soap from used cooking oil. The ZOAP team also marketed their product on social media, which they also used as a platform to spread awareness about the importance of recycling and maintaining good hygiene.

The ZOAP team also received a US\$10,000 grant to build and forward their community project and empower more women. The team is currently in the process of developing a business plan to officially launch the ZOAP brand and expand their range of products to include liquid soaps and creams.



FLYING GARDENS OF GREEN AND SUSTAINABLE HOPE

Flying Gardens is an urban landscaping project that aims to create sustainable green spaces on the rooftops in Bab el Tabbaneh, the most politically turbulent and underprivileged area in the northern city of Tripoli. In order to help the residents of the buildings become self-sufficient, university students who participated in the Ripples of Happiness competition in 2014 initiated the program to plant edible plants and vegetables, in addition to creating safe play areas made of environmentally friendly and recycled materials for the children.

The aim behind the Flying Gardens initiative, which had not won the competition but was carried through regardless, is to plant seeds of hope for the children in the area and build a better future. Students have mobilized the effort to reach more rooftops in Bab Al Tabbaneh and successfully organized a ZOOMAAL crowd funding campaign to finance their expansion, raising a collective sum of over US\$42,000 and far surpassing their initial goal of US\$20,000. International NGOs and organizations such as Search for Common Ground, The Pollination Project, and Levi Strauss & Co. pledged to sponsor the project, as did Lebanon's Ministry of Social Affairs.





WE OUR VOLUNTEERS

INJAZ Lebanon
A Member of JA Worldwide

#ILVOLUNTEERS

Yes, we LOVE our volunteers!

It would be impossible to accomplish our mission without the big help from our friends. INJAZ Lebanon volunteers, from local and international companies throughout the country, generously offer their time, expertise and know-how to the benefit of our students. They are the backbone of our organization and the role models to our youth.

We thank you for your belief in our mission and vision, for your enthusiasm and for your energy and for inspiring our future generation.

VOLUNTEERS FALL/SPRING 2015-2016

| | | | |
|---------------------------|---------------------|---------------------|--------------------|
| Abdallah Farah | Dania Adhami | Houssam Kazimi | Krystel Khalil |
| Abed Hamwi | Dania Dada | Hussein Shamas | Lama Nassif |
| Abir Ghazali | Dareen Osseiran | Issam El Chalouhi | Laura Philpott |
| Adham Shkeir | Dayana Samman | Iyad El Khatib | Lea Maarabi |
| Alaa Arabi | Elias Saab | Jad Abdo | Lily Spiridon |
| Alaa Shoukair | Fadi El Baba | Jad Morcos | Lina Ankoud |
| Ali Khraizat | Fatima Haj Khalil | Jalal Yehia | Magali Abdessater |
| Ali Koubaysi | Gabriel Bassoul | Jessica Ghaoui | Marcelle Attar |
| Alia Khadem | Georges Abi Chebel | Jimmy Jomaa | Mariam Ayoub |
| Amal Bou Saleh Takieddine | Georges Adaimy | Joanna Abi Abdallah | Marie-Line Rizk |
| Amani Mansour | Georges Steer | Josette Noujaim | Maroun Azar |
| Amani Melhem | Ghayth Waked | Joumana Chreyteh | Mary Dagher |
| Amer AbdulMalak | Ghida Sinno | Joumana Yammine | Maud Jabbour |
| Amir Saab | Gracia Karam | Karam Nasr | Melissa Yammine |
| Aya Saad | Hady AbdelNour | Karim Chammas | Mhammad Baalbaki |
| Aziza Noujaim | Hakam Kiwan | Karim Dagher | Michel Leon khalil |
| Benita Saade | Hala Kronfol | Karim Houssami | Mirna Laalaa |
| Carla Souaiby Jalbout | Hoda Mahmoud Toukan | Khaled Itawi | Mohamad El Omari |



| | | | |
|---------------------------|--------------------|---------------------|--------------------|
| Mohamad Fakih | Nisrine El Khatib | Rida Ayache | Simon Chibli |
| Mohamad Rami Faour | Nohad Nasrallah | Rita Boueiry | Sylva Minassian |
| Mohammad Hammoud | Noura Sayah | Rosy-Belle Haddad | Taha Mikati |
| Mohammad Jaber | Olga Safa | Roy Ghanime | Tahani Sinjab Zahr |
| Mohammad Khalife | Patrick Kaas Hanna | Ruba Khoury | Talha Mishlawi |
| Mohammad Nehme | Peter Yeates | Said Alwan | Toufic Hobeiche |
| Mohammad Solh | Rabih Chehade | Salam Bayram | Toufic Nakhle |
| Mohammad Tarraf | Rabih Murr | Sally Abdullah | Wajih Choueiry |
| Muhieddine Banna | Rafif Jammal | Samaya Haddad | Yasmine Mabsout |
| Myassar Bahlawan | Rami Alameddine | Sameeh Harfoush | Youssef Khoueiry |
| Nada Khaddage-Soboh | Rami Majzoub | Samer Nakhle | Youssef Laabidi |
| Nadine Asmar | Ramy Boujawdeh | Samir Semaan | Yumn Samman |
| Naime Kayal | Rana Reda | Sana Zacca | Yvonne Maalouf |
| Nassim AbdelSamad | Rawan Mozayen | Sandy Belle Nicolas | Zad Baasiri |
| Nathalie Boutrous Tanious | Raymonde Naim | Sara Ali | Zahra Ajami |
| | Razane Mokdad | Sara Chebaro | Zahy Rabahiye |
| | Reem Moukaddem | Sawsan Nehme | Zeina Assi |
| | Shafik Abdulrahman | Siham Helou | Zeina Jreissaty |



"Delivering It's My Business was a great experience for me. I was excited to deliver it as much as students were excited to learn what it was all about. (...) Trust me, I got surprised by many ideas and dreams that sounded like some promising entrepreneurial projects and initiatives. Looking forward for another session and thank you for giving me the chance to participate and contribute in this program."

**Camelia Baho, Volunteer,
Customer Relationship Manager,
Aramex**

"It is amazing how much satisfaction one can find in volunteering. The more I volunteer, the more it becomes a way of living for me."

**Razane Mokdad, Volunteer, Human Resources
Officer, Metlife**

"I enjoyed taking part of this program especially in helping students to create a company from zero and to develop the team work between them. (...) This program is needed for students and youth in Lebanon as it develops their skills at an early stage and makes them think more about their future and get ready to their after-college life. I will surely volunteer again to deliver any JA/INJAZ program as it was so interesting."

**Dania Ghalayini, Volunteer,
Line Manager, Gezairi Transport**

"It is the energy and passion of students that makes me want to volunteer with INJAZ again and again, and it really is incredibly rewarding. In addition to that, you gain so much from the program as a volunteer. For me, I was able to develop existing skills, gain new and work with people I wouldn't otherwise have known! Given the opportunity, I will definitely volunteer with INJAZ again and I would encourage anyone to do the same!"

**Laura Philpott, Volunteer, Country Head of
Monitoring, HSBC Lebanon**

TESTIMONIALS



#ILPARTNERS 2015 /2016

Thank you also to our partners who have stood with us and helped us on our journey to empower the youth of our country.

SPONSORS



VOLUNTEERING PARTNERS



KNOWLEDGE PARTNERS



COMMUNITY PARTNERS



EDUCATION PARTNERS

SCHOOLS



- Ahlia School
- Al Amir Shakib Erslan Public High School
- Al Amir Shakib Erslan Public School
- Al Azm School
- Al Hayat Public School for girls
- Al Tadrib El Tarbawi Public School for girls
- Al Tall Al Jadida Public School for girls
- Andre Nahas Public High School
- Andre Nahas Public School
- Antelias Public High School
- Antonine International School
- Bael Mohsen Secondary Public School
- BeirZeit / UNRWA School
- Dar el Yatima el islami
- Dbayeh Public High School
- Dbayeh Public School
- Deir el Qasi Sammou / UNRWA School
- Georges Sarraf Secondary Public School
- Jal el Dib Public High School
- Jdeideh Public High School
- Lady of Balamand High School
- Laure Moughaizel Public High School
- Renee Mouawad Public High School
- Renee Mouawad Public School
- Saida Generation School
- Saida Vocational School
- Sin El Fil Public School
- Tabaris Public School
- Tripoli Secondary Public School

UNIVERSITIES



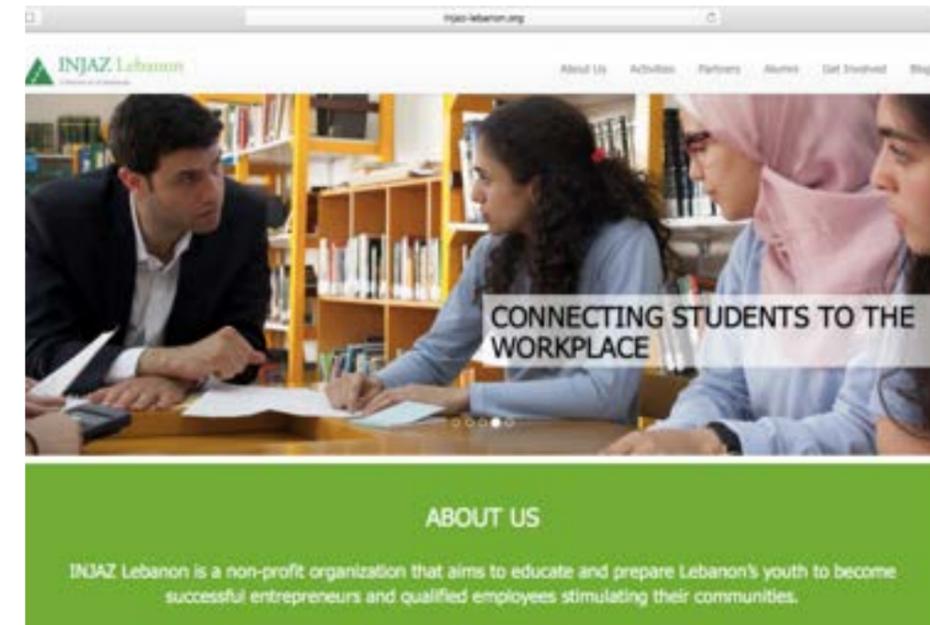
THE BROADCAST

INJAZ Lebanon took full advantage of all social media outlets during 2015-2016. In the past year, we reached out to our audience through Facebook, Twitter, Instagram, YouTube and LinkedIn, reaching a total of **8000+ followers**.



NEW YEAR, NEW WEBSITE

During June 2016, INJAZ Lebanon announced the release of its new website, offering a user-friendly experience to the visitors, with a fresh design and a new look. With the new release, visitors can now view our vision, mission, several programs, and the different ways partners, volunteers and alumni can get involved. Several ways you can get involved and submit your request from our website:



NEWSLETTERS

Our quarterly newsletters are also a way for us to share our youth's achievements and successes with our partners and our audience, and the impact of INJAZ on the community at large.



CAMPAIGNS

Engage with INJAZ

Mentoring students and helping them embark on their entrepreneurial journey is a rewarding achievement. As part of our mission to spread the word and recruit more volunteers, INJAZ Lebanon ran an online media campaign on Facebook and LinkedIn to advertise about our volunteering opportunities for professionals.



You Choose

As part of our campaign to increase awareness and for the second consecutive year, we let our social media followers vote for their favorite company participating at the Young Entrepreneurs Competition (2015 and 2016). The team with the highest number of likes wins the People's Choice Award at the competition. This exposure to the students and their products and ideas increases interaction with our followers and highlights the students' achievements.



#worldofINJAZ

We are proud of our achievements and humbled by the amazing support from the volunteers and partners as part of the mission of INJAZ in the region. The world of INJAZ is a world filled with hope, youth, energy, and innovation. To highlight these achievements, INJAZ Lebanon participated in the regional visual branding campaign launched by INJAZ Al-Arab under #worldofINJAZ.



INJAZ SuperHeroes

INJAZ Lebanon also participated in the regional INJAZ SuperHero volunteer recruitment campaign in partnership with Citi. The campaign was run across nine Middle East North Africa (MENA) countries, including Lebanon, to drive more Citi staff to volunteer with INJAZ.

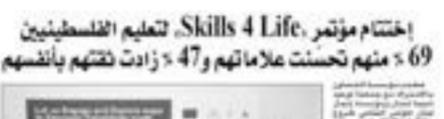


Media Exposure

In addition to the digital social media platforms and newsletters, INJAZ Lebanon used the Lebanese print and audiovisual media to disseminate news of our activities and proud achievements.



Deux lauréats du concours Injaz des jeunes entrepreneurs 2016
Le 11/11/2016 à 12h 56min - Commerce du Levant
Le 11/11/2016 - Commerce du Levant



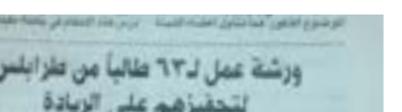
اختتام مؤتمر Skills 4 Life لتعليم الفلسطينيين
69% منهم تحسنت علاماتهم و47% زادت ثقتهم بأنفسهم
تحت إشراف منظمة العمل الدولية، تم تنظيم مؤتمر 'Skills 4 Life' لتعليم الفلسطينيين في بيروت. شارك في المؤتمر ممثلون من منظمة العمل الدولية، وزارة العمل، وجمعية 'Skills 4 Life'. حضر المؤتمر حوالي 60 مشاركاً من مختلف المؤسسات التعليمية والمهنية. تم تنظيم المؤتمر في إطار سلسلة من الفعاليات التي تهدف إلى تحسين مهارات الشباب الفلسطيني في سوق العمل. وقد تم تنظيم المؤتمر بالتعاون مع منظمة العمل الدولية، وزارة العمل، وجمعية 'Skills 4 Life'. حضر المؤتمر حوالي 60 مشاركاً من مختلف المؤسسات التعليمية والمهنية. تم تنظيم المؤتمر في إطار سلسلة من الفعاليات التي تهدف إلى تحسين مهارات الشباب الفلسطيني في سوق العمل.



INJAZ Lebanon, an NGO member of INJAZ 4i-Arab and Junior Achievement Worldwide, are organizing a one-day event, Innovation Camp (iCamp), in Tripoli this Saturday, March 12 at the Al-Ain School.



رجال الأعمال يعززون مهارات الطلاب
مؤتمر 'Skills 4 Life' لتعليم الفلسطينيين في بيروت. شارك في المؤتمر ممثلون من منظمة العمل الدولية، وزارة العمل، وجمعية 'Skills 4 Life'. حضر المؤتمر حوالي 60 مشاركاً من مختلف المؤسسات التعليمية والمهنية. تم تنظيم المؤتمر في إطار سلسلة من الفعاليات التي تهدف إلى تحسين مهارات الشباب الفلسطيني في سوق العمل.



ورشه عمل لـ 63 طالباً من تشارابلس لتحفيزهم على الريادة
في إطار البرنامج الوطني لتنمية المهارات المهنية، نظمت جمعية 'Skills 4 Life' ورشة عمل لـ 63 طالباً من تشارابلس لتحفيزهم على الريادة. شارك في الورشة ممثلون من جمعية 'Skills 4 Life'، وزارة العمل، ووزارة التعليم العالي والبحث العلمي. حضر الورشة حوالي 63 مشاركاً من مختلف المؤسسات التعليمية والمهنية. تم تنظيم الورشة في إطار سلسلة من الفعاليات التي تهدف إلى تحسين مهارات الشباب الفلسطيني في سوق العمل.



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**Mr. Jean-Claude
Noujaim**
General Manager,
MetLife Lebanon



Mr. Peter Yeates
CEO, HSBC Lebanon

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Fayza Saad Mehanna
Executive Director



Myriam Abi Hatem
Finance and Administration
Manager



Nicole Kazan
Marketing & Communications
Specialist



Nathalie Sabatier Seif
Senior Programs Manager



Joelle Abou Khalil
Senior Volunteers
Coordinator



Salima El Ayi
Programs Manager
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Joseph Chreim
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Beirut & Mount Lebanon



Noura Sayah
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