



LOYAC Jordan

Annual Report - 2019



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www.loyacjordan.org

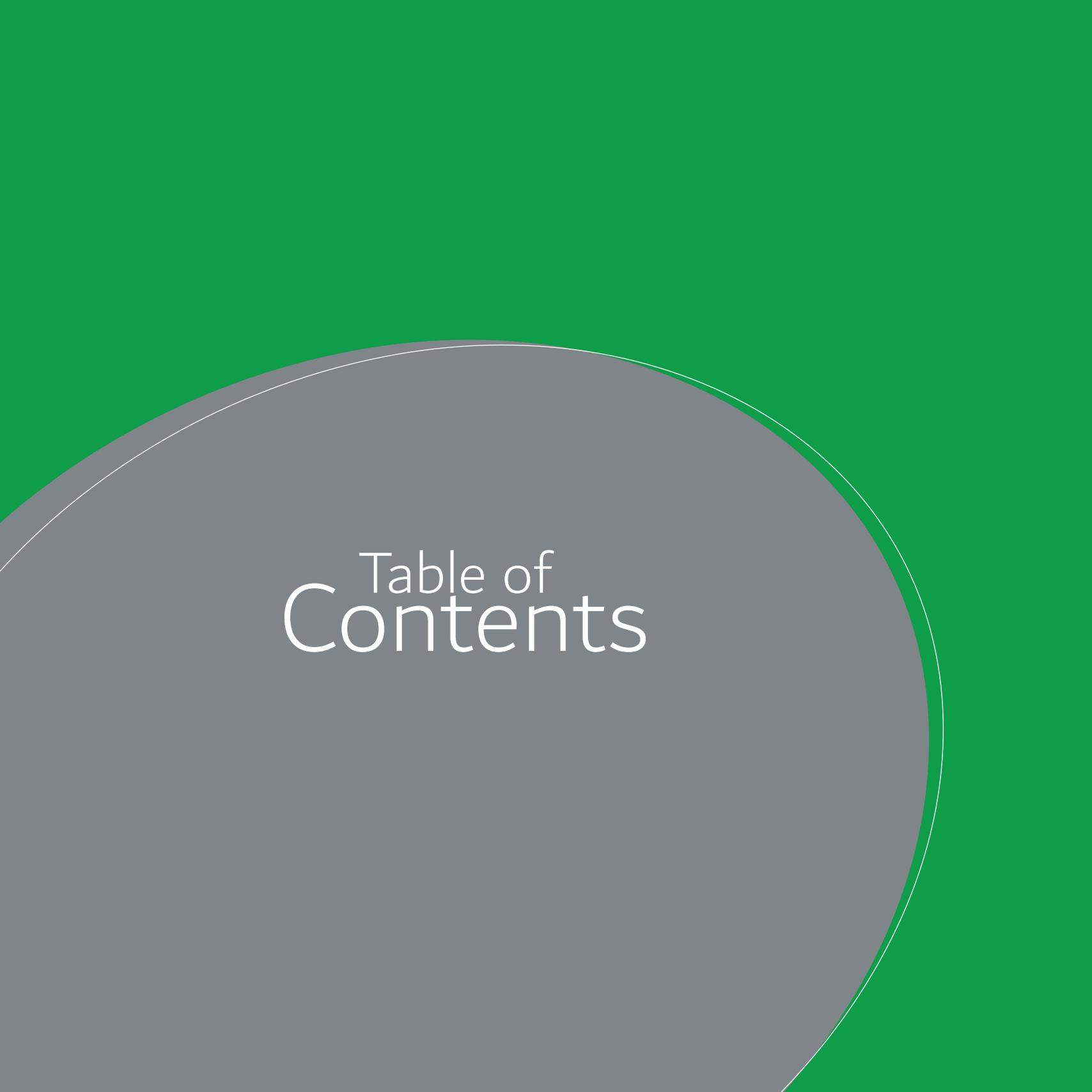


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About **LOYAC Jordan**

LOYAC began in 2008 as a small, grassroots social enterprise led by a group of volunteer women, who leveraged their connections to create summer jobs and internship opportunities for Jordanian youth to prepare them to enter the job market.

In its first year, LOYAC trained 75 students, 50 of whom received training in a field related to their studies or professional interests. Ten years later, LOYAC trained more than 10,000 students and placed more than 6,500 students in internships. All LOYAC graduates take part in community service activities. Our students served more than 250,000 volunteer hours in community service projects. Moreover, 68% of the LOYAC graduates found jobs within two months, 70% of whom were young women.

Our Mission

Why We Exist

We aim to improve the employability and increase the personal agency of youth in Jordan aged 16-24, so that they are able to lead independent, productive, and fulfilling professional and personal lives.

Our Vision

The World We Want

A future where youth in Jordan work and engage with others as empowered, self-motivated, and fulfilled individuals that nurture, inspire, and effectively contribute to their families, workplaces, and their communities.

Our Core Values

What Inspires Us

Commitment

We are committed to enabling Jordanian youth to become the best versions of themselves and to engage effectively in the labor market.

Competencies

We believe that our skills and competencies are the main drivers of real change and our means to create a brighter future.

Community

We are dedicated to harnessing the capacity of youth and unlocking their potential to make our community a better place.

Creativity

We value creativity and believe it's the key to creating radical lasting change.



LETTER FROM LOYAC JORDAN CHAIRPERSON

Rula Abu Rayyan Jardaneh

We measure our achievement by their impact and consistency with our objectives as well as their contribution to the overall vision of our foundation.

At LOYAC, our primary objective is to enable as many young people as possible to develop their professional competencies and life skills to allow them to transition smoothly into the labor market. By looking at the growing number of young people who join our projects and transition successfully into the labor market, we know we are on the right track.

The year 2019 brought a significant number of accomplishments and events that enabled LOYAC Jordan to take further steps towards achieving its vision of establishing and spreading a culture of volunteerism among individuals and communities in Jordan.

We welcomed new beneficiaries to the LOYAC Jordan family. Our programs attracted volunteers at all skills levels and contributed to helping young people find internships at a large number of companies in Jordan.

This year, LOYAC Jordan signed an important number of agreements and partnerships, which had a pivotal impact on spreading our mission and vision and contributed to strengthening the efforts of civil society organizations and the private sector to achieve our unified goals.

These achievements would not have been possible without everyone's faith in our mission - individuals, institutions, and partners. We want to take this opportunity to thank them all for their instrumental support, and we look forward to achieving more together in the coming year.



Our Programs

darb درب

برنامج التدريب الصيفي الجامعي



darb is LOYAC's cornerstone internship program that has evolved over the past decade into a national training and internship program implemented in partnership with the King Abdullah II Fund for Development (KAFD) since 2011. The program is designed to prepare and better equip new generations of engaged, positive young professionals to enter local and regional job markets confidently.



This strategic training program aims to:

- Build positive life ethos and work ethic among youth.
- Equip youth with skills that enable them to lead better personal and professional lives.
- Bridge the gaps between academic studies, practical life skills, and changing labor market demands.

More than 5,000 Jordanian students apply to join LOYAC programs each year, of these applicants, about 1,200 students are accepted annually into darb.

Upon admission into the program, students attend several training workshops designed to prepare them for summer jobs and internships. After successfully completing their training, students are placed in six-to-eight weeks long paid summer jobs and field-specific internship opportunities at more than 450 private sector, public sector and non-profit organizations across the country.

(All admitted students are required to complete the training and orientation workshops before they are matched with the summer job or training opportunities)

darb Training

Enrolled students must attend a series of training workshops, over two days, that introduce them to new paths of self-exploration, as well as applied and professional skills, depending on their age, level of education, and previous training. Workshops are held periodically in all 12 governorates.

Summer Jobs + Internships

darb summer jobs and internships are the operational mechanisms adopted by LOYAC to prepare Jordanian students to engage effectively in the labor market, by providing them with opportunities to learn and apply their acquired knowledge and skills in a competitive and professional environment.

Regardless of the nature of the opportunities offered to darb students, they all provide students with work experience that:

- allows them to apply their acquired skills and knowledge out of school.
- enables them to find a job that is appropriate for their skills.
- prepares them to excel in the future.





أهداف مشروع درب:

- زيادة قدرة الطلبة على المنافسة في سوق العمل من خلال نقل مهاراتهم وتوفير الفرص لهم لاكتساب الخبرة العملية.
- تعريف الطلبة على بيئة وواقع سوق العمل.
- تعزيز ثقافة التدريب لدى الطلبة والقطاع الخاص.
- زيادة عدد الفرص المتاحة للتدريب العملي لدى الشركات خاصة في المحافظات التي تواجه محدودية الفرص.

Employment Oriented Vocational Training for Skilled Crafts in Cooperation with GIZ



The aim of the project is to conduct career guidance and counselling as well as internships and job placement for 300 vulnerable Jordanian and Syrian refugees in skilled crafts occupations in seven governorates (Amman, Aqaba, Balqa, Irbid, Ramtha, Tafileh, and Zarqa).



The following are some of the figures recorded by the project:

The project objectives were the following:

- Select 300 participants for training program
- Place 60 participants in internships
- Match 30 candidates with full-time job opportunities

The actual figures reached were as follows:

- 329 participants were selected
- 70 participants were placed in internships
- 68 participants received employment opportunities





Tariqi Project is one of LOYAC project that aims to enhance the employability of young Jordanians and improve their competitiveness in the labor market through training programs aimed at providing them with life, professional and technical skills along with practical training to obtain employment opportunities within companies in specific sectors.



LOYAC has implemented the project since 2015 through a strategic cooperation and partnership agreement between the King Abdullah II Fund for Development (KAJD) and the Prince's Trust International Foundation.

Objectives

The Project aims at enhancing the employability of Jordanian fresh graduates by developing their skills and abilities and giving them practical experience through:

1. Life skills training
2. Technical skills training
3. On-job training
4. Employment of 50% of participants

This year:

- **43** graduate students enrolled in soft skills training
- **40** graduate students enrolled in Internships
- **31** graduate students employed



HOMES

Today Is In Our Hands





HOMES started out with only 10 volunteers. It now expanded to include 50 volunteers from Jordan and other Arab countries in the rehabilitation of underdeveloped areas. This year two schools were renovated:

Here you go:

“LOYAC HOMES 2019 with the support of Brown-Forman is nearing the end of its program, the renovation of Al-Helaleh School in Madaba”.

1. Al-Helaleh School in Madaba was renovated with the kind support of Brown-Forman over a course of seven days. Fifty Brown-Forman employees participated for one day along-side LOYAC volunteers to help complete the school renovations.
2. Jalad School in Salt was renovated by a team of twenty-five volunteers including volunteers from Kuwait, Lebanon, and Yamen with the kind support from ZAIN.



مخيم الإبداع
INNOVATION
CAMP



The Innovation Camp program aims to train university students, particularly those with less marketable majors, to enhance their innovation and creativity through solving real-life challenges from the corporate world.



The methodology for these camps was developed in partnership with The Danish Jordanian University Cooperation “DJUCO” and is based on the Danish Innovation lab method of creative thinking and problem-solving.

Participants use creative thinking, teamwork, presentation skills, and problem-solving methods to work on the following, three themes:

1. How to approach a challenge in the corporate World
2. Keys to starting a business
3. How to approach social challenges





LOYAC offers an Innovation Camp Program that aims to train university students, particularly those with less marketable majors, on innovative and creative skills to be implemented in their future careers.



The methodology for these camps was developed in partnership with The Danish Jordanian University Cooperation “DJUCO” and is based on the Danish Innovation lab method of creative thinking and problem solving. The entire Innovation Camp was organized into six different stages: Kick-off, The User, Technology, Ideation, Create and Pitch.

Creative thinking, teamwork, presentation skills and problem solving methods are used to work on the following, three themes:

- How to approach a problem in the corporate world
- Keys to starting a business
- How to approach social challenges

HIKMA Pharmaceuticals 2017-2019

LOYAC’s partnership with HIKMA Pharmaceuticals has been instrumental in achieving our goals. With their three-year corporate sponsorship of the Innovation Camp, LOYAC managed until 2019 to host 332 students and provide them with a variety of learning and creative techniques to foster their skills and increase their employability.

Community Service



The Community Service program is a significant component of LOYAC's strategy in preparing Jordanian youth to take on a more progressive, dynamic and proactive role in shaping the future of their country. Students enrolled in LOYAC programs are required to complete a specific amount of community service hours through darb to enhance their sense of civic duty and responsibility towards their community.



To date, LOYAC students and volunteers completed more than 100,000 hours of community service, in most governorates, through more than 188 youth-led initiatives and campaigns.

LOYAC annually accepts young volunteers from all over the Kingdom to raise awareness about the importance of implementing projects that benefit their communities.

In 2019, more than 823 volunteers from all governorates conducted more than 55 different community initiatives in various fields, including the environment, health, education, and other societal issues.



Our Achievements in Numbers

darb

darb projects attracted a significant number of applicants:

darb 1
3187
applicants

darb 2
564
applicants

darb personal and professional development workshops attracted the following numbers:

darb 1
874
trainees

darb 2
343
trainees

darb students' volunteering hours

17,548^{hrs}

Number of graduating students

335

Number of graduating students who got employed

193

The number of applicants reflects the extent to which young people believe in the importance of the training opportunities provided by LOYAC.

Private Sector Internship Opportunities

Collaborating with companies to prepare youth for the job market is critical to achieving our mission. That's why it's important for us to track the number of companies' partner with.



Number of firms contacted

640
companies



Number of companies that formed part of our business

320
companies



Number of internships received by our students

932
internships



Overview of 2019
Our News

Community Service



823

volunteers participated



19,945

volunteering Hours

Summary of volunteering hrs. by governorate

Governorate	Volunteering hrs.
Amman and Balqa	10,455
Irbid, Mafraq, and Zarka	2,980
Karak	2,454
Tafila	2,096
Ma'an	1,284
Aqaba	676
Total	19,945

LOYAC Jordan carried out sixty-eight Community Service activities in 2019.

Some samples are below

Activity	Location
Served lunch for the underprivileged	Amman
School renovation	Jabal Al Natheef
Sorting clothes for those in need	Clothing Bank
Helped in organizing Abacus Center for Mental Arithmetic System (ACMAS)	Amman
Helped in organizing World Dolls day	Amman-Haya Cultural Center
Distributing food parcels for families in need	Ma'an
School Renovation	Karak
Helped in organizing World Health Day	Amman-Haya Cultural Center
Distributing food parcels for families in need	Karak
Sorting clothes for those in need	Ma'an
Organized an "Iftar" for orphaned children	Zarka
Volunteering at the S.O.S Village	Amman
Cleanup at the Yarmouk University Mosque	Irbid
Irbid Blood Bank Drive	Irbid



Our Partners

No company or institution in Jordan can achieve its objectives of putting Jordan on the map without the collaborative efforts of all parties. LOYAC is no exception.

LOYAC continuously works on improving the skills of young people to enable them to transition to the labor market effectively and find jobs that suit their skills and abilities.

Since 2008, LOYAC Jordan has implemented several programs and projects that aim to equip youth with personal and professional skills and experiences that allow them to engage actively in their communities.

LOYAC has also organized various training workshops, internships, and community service initiatives to reduce the skills gap between labor market demands and the outputs of the education system. None of this would have been possible without our partners. We want to take this opportunity to thank everyone who contributed to our success and continues to help us in achieving our mission of reaching more students.

Thank you for being part of our journey over the past years. We look forward to achieving more together, and to empowering our youth to create a better homeland for future generations.

Strategic Partner



Platinum Partners

hikma.

Gold Partners



LOYAC Partners



3Du | AJIB | Akhtaboot | Al Boraq Company | Al Hikma Pharmaceuticals Co. | Amcan Group | Aramex | Atico | Audi Bank | Azar
 HRs | BCI | Bee Labs | Big Bag | British Council | Carry Delivery | Dinarak | Ethmar | First Insurance Company | I Learn | IBTECAR
 Consulting | Independent Media Station (Al Mamlaka TV) | Infinite Tasweeq | Interdisciplinary Research Consultants (IDRC)
 International Rescue Committee | Jordan Heritage | Jungle Bungle | King Hussein Cancer Center | LENS Project | Limitless Solutions
 Little Community Center | Little Thinking Minds | Mafraq Development Corporation | Microfund for Women | MODE Marketing & PR
 Partners Jordan | Periodent Technology | PricewaterhouseCoopers "Jordan" (pwc) | Queen Rania Teaching Academy
 Renova - Ivy Trading | Retail Group – Jordan | Scientific and Medical Supplies | Second Energy | Sky Tech | SolFirst | Tamweelcom
 Techtribes | The Group The Jordan Museum | Wade3 Finan | Zita Marketing
 الشركة الفيصلية للأنظمة الطبية | سلطة منطقة العقبة الخاصة | شركة الأسواق الحرة للمطارات الأردنية | فندق جنيفا | وزارة البيئة



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