

LoYAC Summer Program 2009



Lothan Youth Achievement Center
مركز لودان لإجازات الشباب

Introduction

The Summer Program is the flagship youth development program established and run by Lothan Youth Achievement Center (LoYAC). This program consists of two main components for youth; summer internships and community service.

LoYAC designs and implements this program in partnership with stakeholders from the public and private sectors, as well as other NGOs. LoYAC believes that these partnerships are key in creating effective programs that empower young people to better their lives personally and professionally, thereby becoming better citizens in their communities.

About LoYAC

Lothan Youth Achievement Center (LoYAC)

LoYAC is a non-profit organization established in 2002 in Kuwait, in 2008 in Jordan and in 2009 in Lebanon. LoYAC offers young people ages 10-23 a variety of developmental programs.

LoYAC's Mission:

LoYAC Jordan's mission is to help the young people of Jordan to become effective citizens and to realize their full potential.

LoYAC's Goals:

- To empower young men and women to contribute to their own personal and professional development by providing high quality programs in career development, physical fitness, creative arts and community service.
- To provide skills, change attitudes and induce positive change in the lives of young people.
- To build a knowledge base in young people's development programs that drives the creation of more effective, sustainable youth development programs.

LoYAC' Programs

1. Summer Internships.
2. International Internships.
3. English Language Skills Courses.
4. Self Expression through drama workshops.
5. Team Sports in cooperation with PACES (Palestine Association for Children's' Encouragement of Sports)
6. Community Service

Summer Internship Program

LoYAC, in cooperation with the private sector, provides paid internships for students ages 16-23 that are enrolled in High Schools and Universities. Interns receive directly from their employer the minimum wage of JD 150 compensation. These internships provide opportunities that widen the horizons of the students by increasing their knowledge of the workplace, preparing them for future employment, training them in basic life skills, and building their character. This program runs for six weeks during the summer holidays.

Summer Internship Facts	2008	2009	Change
Job opportunities	100	250	150%
Private sector sponsors	3	24	670%
Applicants	100	1250	1150%
Students trained	75	200	170%
Actually employed	50	180	260%

Summer Program Cycle



LoYAC Partners & Sponsors 2009

Partners

شركاؤنا



Sponsors

الرعاة



Media Partners

الشريك الإعلامي



LoYAC
Lodhan Youth Achievement Center
مركز لودان لإحداث الشباب

Branding and Advertising

For the 2009 Summer Program, LoYAC reached young people by:

1. Advertising in the local media.
2. Running Orientation Workshops for University Career Counselors by cooperating with the King Abdullah Fund for Development (KAJD) career counseling offices at different Universities.

Participating Universities 2009:

- University of Jordan.
- Yarmouk University.
- Jordan University for Science and Technology.
- Mu'tah University.
- Hashemite University.
- Philadelphia University.
- Balqa' Applied University.
- Al Zaytoonah University.
- Israa' University.
- Princess Sumaya University for Technology.
- Applied Science University.
- Middle East Aviation Academy.
- Rufaida College.

برنامج العمل الصيفي للطلاب

العمل ذو الأجر

برنامج العمل التطوعي
 عن الطالبة للتدخين بالبرنامج المشترك برنامج العمل التطوعي والذي يهدف لتأهيل طلبة المجتمع للتعامل مع 14 ساعة عمل طيلة مدة العمل 3 ساعات أسبوعياً

للمزيد من المعلومات
 محمود الشافعي / مدير البرنامج 09 111 24 98
 e-mail: m.shafai@loyac.org
 يمكنك تحميل الملصق من الموقع www.loyac.org/jordan

الشروط
 العمر 11 - 24
 العمل ناجح
 يبدأ العمل من 17:00 إلى 19:00
 استلام وتصميم بطاقات التوظيف في الأماكن التالية:
 - مكاتب صندوق للأمانه اللامه للتنمية في الجامعات
 - حديقة الأمير هاشم بن عبدالله / الهاشمي الشمالي
 - معهد الملكة زين الشرف القومي
 تقديم الطلبات من 1- 4/7/11 وحتى اكتمال العدد

Media Partners الشريك الإعلامي: **الفجر** جفا المعرفة

Sponsors الرعاة: **الصنعية** **مصرف الأردن** **بنك الأردن** **بنك الأردن** **بنك الأردن**

Partners شركائنا: **zohby** **بنك الأردن** **بنك الأردن** **بنك الأردن**

3. Conducting Orientation Workshops for Private and Public High Schools, as well as UNRWA Schools to introduce LoYAC and to encourage the students to seek internships as well as to participate in community service.
4. Running Orientation Workshops for youth centers such as; Ruwwad Center and Princess Basma Youth Resource Center to recruit students from low-income communities who stand to greatly benefit from the internship program.

Applications and Short-listing

- a. Applications were received from various locations and venues.
- b. LoYAC board members screened and shortlisted the 1250 applications based on certain criteria.

Short listing Criteria:

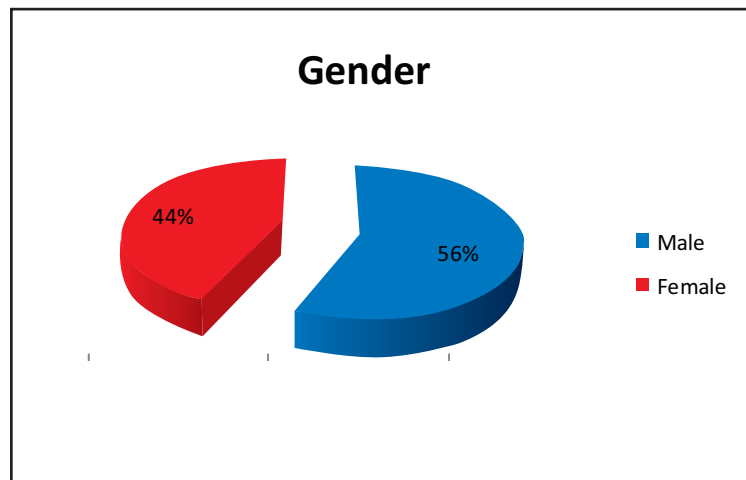
- Age: 16-24.
 - Registered student
 - Holding national ID
 - Passing grade point average
- c. 550 students passed screening and qualified for interview.
 - d. Interviews were set up.
 - e. LoYAC board members and management team interviewed the university students at the KAFD liaisons offices at Universities. High School students were interviewed at several central locations.
 - f. LoYAC board members met to discuss interviews and select students for the available internship positions.
 - g. 180 students/interns were selected.

Intern Demographics

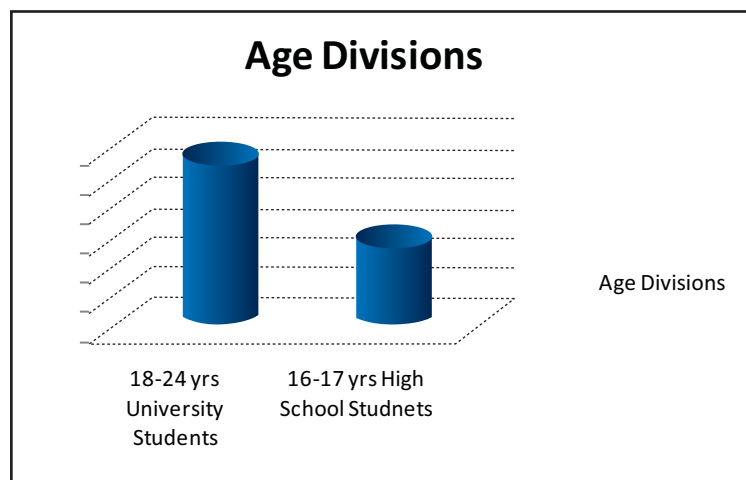
Area of Residence: Most of the students reside in low-income areas. The areas are:

- East Amman (Hashemi Shamali, Quesmieh, Jabal Al Naser, Wadi Rimam Al Wehdat, Baq'a rufugee camp, Jabal Al Nathef, Jabal Al Zuhur, Al Nuzha, Jabal Al Hussien refugee camp and Marj Hamam)
- Zarqa
- Irbid
- Karak
- Salt
- Madaba

Gender Balance:



Age Division:



Students (University and schools in numbers)

University	Number of Interns
Hashemite University	26
Jordan University	18
Princess Sumaya University for Technology	15
Israa University	14
Al Zaytoonah Private University	8
Jordan University for Science & Technology	3
Balq'a University	4
Philadelphia University	1
Mutah University	1
Rufaida College	1
Yarmouk University	2
Middle East Aviation Academy	3
Applied Science University	2
School / Public	Number of Interns
Qutaiba Bin Muslim	3
Marj Hamam Secondary School	1
Al Hussien College	5
Ahmad Touqan	4
Omar Bin Al Khatab	2
Abu Baker Seddieq	3
Abdulla Bin Marwan	2
Thouqan Hindawi	1
Muhallab Bin Abi Safrah	2
Abdul Hafeth Azab	1
Zubaidieh	2
Raghadan	2
Jubilee School	6
Firas Ajlouni	4
School / Private	Number of Interns
Ecole De la Salle Freres	1
Sands Academy	1
School / UNRWA	Number of Interns
Hashmi Schools for Boys (UNRWA school)	17
Baq'a School for Boys (UNRWA School)	13
Hai Ameer Hasan for Boys(UNRWA)	10
School / Vocational	Number of Interns
Burhan Kamal	1
Total	180 Interns

Capacity Building & Training

- LoYAC's training team prepared a hands-on training manual on Basic Life and Work Skills to be used in the capacity building and training stage of the program.
- All potential interns attended training workshops aimed at helping them with various skills needed for their summer jobs.
- The trainers adopted the interactive (participatory) approach with the trainees.
- 3 volunteers helped in the preparation and training.
- Skills trained:
 - o Self Awareness
 - o Communication Skills
 - o Team Building
 - o Dealing with Diversity
 - o Problem Solving
 - o Voluntary Work
 - o Management of Expectations
 - o Handling working under pressure
 - o Tips (personal hygiene, flexibility and how to be proactive)



Allocation

- 180 students were allocated in 23 private sector businesses according to specific criteria.
- The 23 companies provided 180 summer internship opportunities.
- University students were allocated according to their majors or passion.
- High school students were allocated mainly in the hypermarkets and retail businesses.
- University students interned as follows:

Major	Workplace
Finance, Accounting, Management Information System, and Accounting Information System	Jordan Kuwait Bank, Cairo Amman Bank, Audi Bank, Capital Bank, El Zay, and ICC
IT, Computer Engineering, and CIS	Optimiza and SMS
Telecommunication, Networks, and Computer Engineering	ZAIN and UMNIAH
Pharmaceutical	Hikma
Agriculture	Miqdadi Group
Civil Engineering	Arabtech Jardaneh and ACES
Nursing	Al Amal Hospital
Animation, Filmmaking,	Rubicon and Sho Fee TV
Translation and Photography	Al Ghad Newspaper

- High school students interned at: Carrefour, Sultan Center (Safeway), Cozmo, Anabtawi sweets and Chocoholic Cafe



Monthly Meetings

Over the course of the summer, LoYAC held biweekly meetings that all of the interns were invited to attend during their internship periods.

Each meeting gave the students the opportunity to express themselves, address problems, celebrate successes and share experiences as well as to get to know each other and to learn best practices. At these meetings there was also an entertainment component where local talents performed rap, theater, music, etc.

The meetings were held in Muhtaraf Al Rimal for Arts.



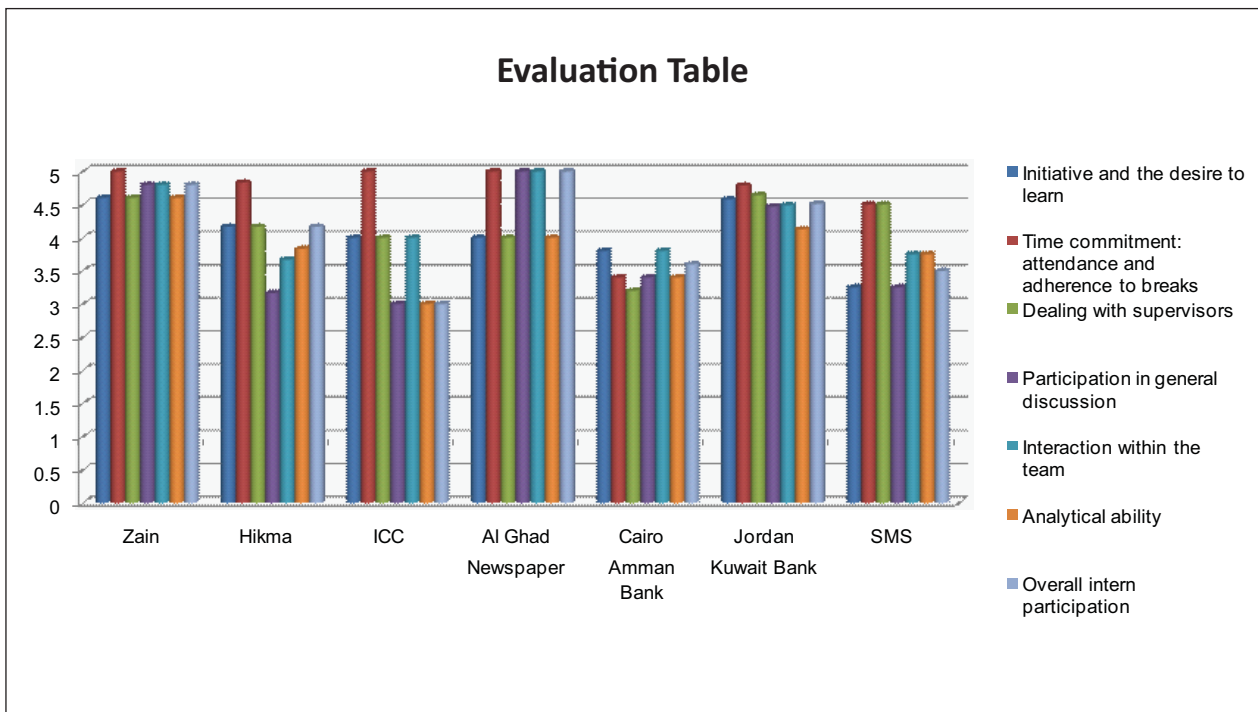
Field Visits

- As a part of LoYAC's monitoring and evaluation system, LoYAC organized field visits in cooperation with the workplace to assess the students' commitment and performance in the workplace.
- LoYAC board members visited the participating businesses twice during the program.
- The board members encouraged and supported the students. They also received feedback from company supervisors that will help improve the program next year.

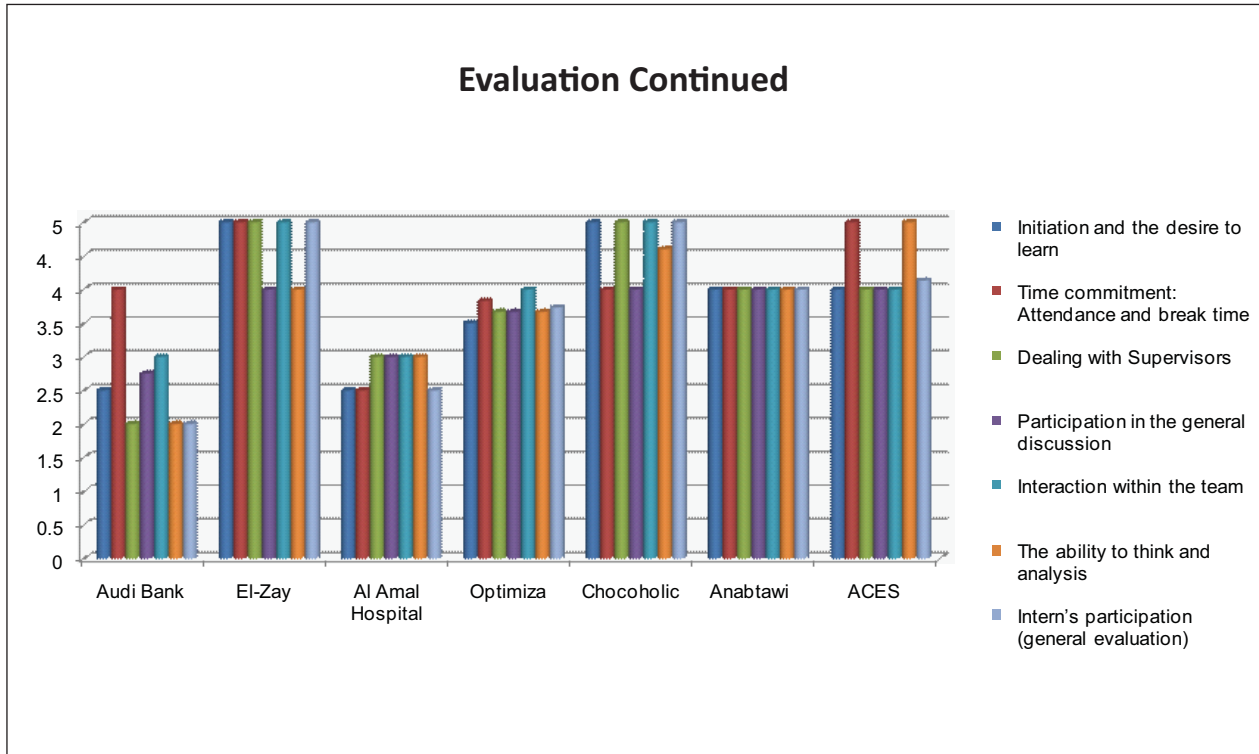


Evaluation

- As a part of the monitoring and evaluation process, LoYAC and in cooperation with the private sector participants developed an evaluation form to measure the program and students performances during the program.
- The evaluation form was sent to all the companies that hosted interns.



Evaluation



- 23 private sector companies received evaluation forms and 70 % replied.
- 180 students were given the internship evaluation form and 44 % replied.

Lessons learned:

- HR forms need to be more relevant and distributed at the beginning of the internship to avoid late or no feedback.
- Intern evaluation form needs to be updated and completed at the closing ceremony.

Experiences & Testimonials *

“I used to pass by the bank on my way to university but I never really knew what happened inside until I did my internship. The bank was an empire! When I start working, I plan to open a personal bank account. That will make me very proud.”

- Hadeel Bdeir, intern at Bank Audi.

“Everyday I used to go back and forth between my home and college and rarely interacted with anybody. After the LoYAC workshop and internship, I realized how important it was to communicate with people. Now I feel that I am in touch.” Ma-jeeda Hiari, intern at Jordan Kuwait Bank”

“Being an undergraduate student in computer engineering, I was very interested to see how everything I’ve learnt about was implemented in real life. Working and training in a hard-working, helpful and encouraging environment was a fascinating and highly enlightening experience. I ended up learning and gaining much more than I thought I would, not just in the professional field, but socially as well.

“ -Suzan Majeed, intern at Cairo Amman Bank

“When I completed my internship at Cozmo, I felt that I was much more mature than my school friends. In the capacity building course I learned how to build friendships and social relationships with others. “Abdul Rahman Hamdan 17 years old. intern at Cozmo.

“For the past two summers, I have interned at AlGhad Newspaper’s Photography Department. It has been great experience for me to have some of my photos published in the newspaper! After the second summer, they offered me a permanent job!”

Mohammad Maghaydah. 18 years old. intern in Al Ghad Newspaper



* Testimonials were translated from Arabic.

Community Service

The community service program aims to create a culture of volunteerism and to instill in the students a sense of responsibility towards their community and country and to helping build strong, effective individuals and communities. LoYAC requires students enrolled in any of their programs to participate in a community service program. A minimum of 18 hours per student per program is required. During the Summer Internship Program 2009, LoYAC interns volunteered their time at their choice of following community service partners:

Partner	Interns	Duties
Tikyvet Um Ali	63	Organize Ramadan campaign and food distribution.
Children's Museum	18	Organize summer camp program and run it.
Haya Cultural Center	15	Organize the front court, lead children to classes, and organize children in buses.
Al Nasher	40	Organize the International Youth Day, Master of Ceremony, and distribute bags to participants.
Al Ruwwad Center	10	Organize the library, handcrafts, organize activities in Al Balad Theater, and Job fairs.
Soldiers Families Welfare Society	3	Organizing and helping in management
Other places	24	

Feedback from Partners:

“The interns were passionate; they wanted to help and to give, they were responsible, some of them showed a sense of commitment. They really helped in organizing the children. I relied on a few of them (Wael and Wardeh) 100 %, they were more than colleagues!”

Mohammad Abu Rubb- volunteer supervisor at Haya Cultural Center



Graduation

- LoYAC celebrated the students' success on the completion of the internship program on graduation day.
- The graduation program included:
 - o Appreciation of sponsoring private sector businesses for their time, effort and support of the program.
 - o Appreciation of students who participated in the program.
 - o Private sector presentation: a few representatives companies spoke of their experience with the program.
 - o Students' presentations: thir experiences in the program.
 - o Recognition of volunteers who helped in the soft skills training.
 - o Play written and performed by LoYAC's drama program students.
 - o Certificate presentation.

