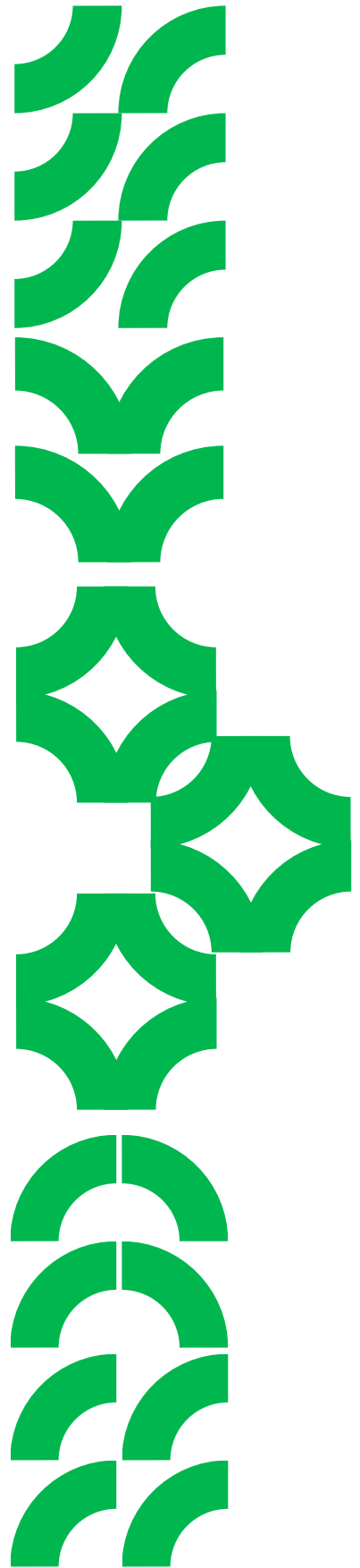


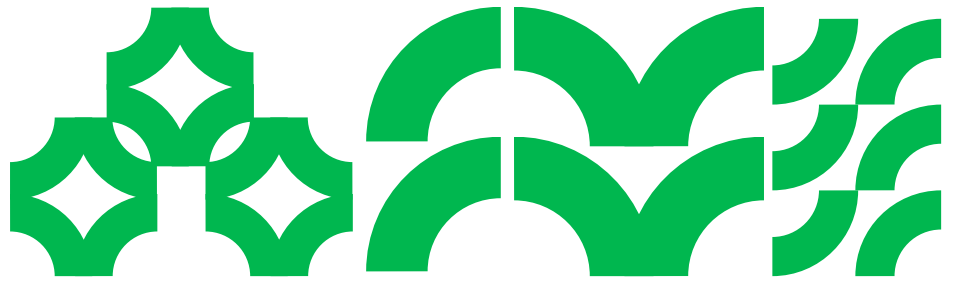
**LOYAC**

**2024**

**ANNUAL REPORT**



# LOYAC



Dear LOYAC Friends,

On behalf of everyone at LOYAC, I would like to extend our heartfelt gratitude for your generous support and belief in our mission to empower and inspire Jordanian youth. Your contribution has played a pivotal role in enabling us to provide meaningful opportunities, programs, and services that nurture young minds and equip them to build a better tomorrow.

Thanks to your generosity, last year we were able to provide over 1,901 Jordanian Youth with employability skills training, internship opportunities, innovative thinking workshops, and volunteering opportunities; all of which positively impact not only the lives of these young individuals, who participate in our programs, but also create a ripple effect that benefits their families and communities.

It is with the help of committed partners like you that LOYAC continues to thrive and make a difference. Your trust in our vision fuels our determination to innovate, grow, and stay true to our mission.

As we reflect on our accomplishments and look forward to the future, we are reminded of the invaluable role you play in our journey.

Once again, thank you for your generosity and dedication. We are truly grateful for your partnership and look forward to achieving more milestones together. With deepest gratitude,

Rula Abu Rayyan Jardaneh  
Chairperson

# LOYAC



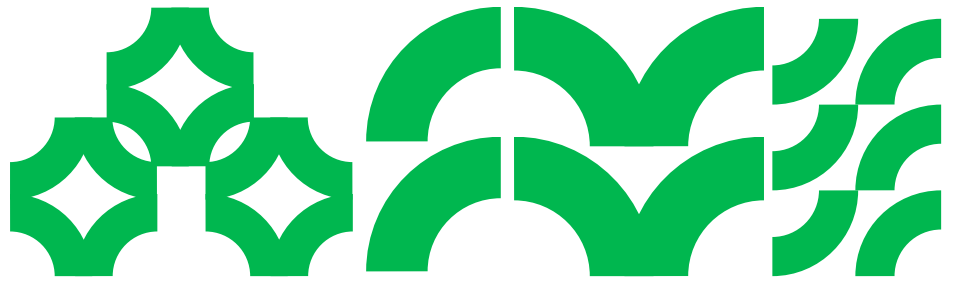
## **Board of Directors :**

- Rula Abu Rayyan Jardaneh – Chairperson
- Hani Rabie – Vice Chairperson
- Reem Mouasher – Secretary of the Board
- Runa Sindaha – Board Member
- Haya Marei – Board Member
- Mai Al Hosari – Board Member
- Fareah Al Saqqaf – Founder and Managing Director of LOYAC Kuwait
- Salwa Katkhuda – Board Member
- Farah Mawla – Board Member
- Naim Nassar – Board Member
- Iyad Zawaideh – Board Member

## **Founders:**

- The Honorable Nisreen Zaid Bin Shaker
- Rula Abu Rayyan Jardaneh
- Hani Rabie
- Reem Mouasher
- Noor Belbeisi
- Hiam Azar
- Alia Marei
- Fareah Al Saqqaf

# LOYAC



Founded in 2008 as a volunteer initiative, LOYAC has helped Jordanian youth gain summer jobs and internships to prepare for the job market. In its first year, it placed 75 students in summer jobs and matched 50 with internships. Sixteen years later, LOYAC has trained over 22,000 students and placed more than 14,000 in internships, contributing over 400,000 hours of community service.

LOYAC supports the professional development of youth by providing practical experiences that enhance their skills and empower their decision-making. With a dedicated staff and an active Board of Directors, LOYAC collaborates with numerous partners to implement its programs.

Today, 68% of LOYAC graduates, 70% of which are young women, are employed.

100% of LOYAC graduates are actively engaged in their communities.

As our youth grow, we grow.

The more our youth work, the more we work!

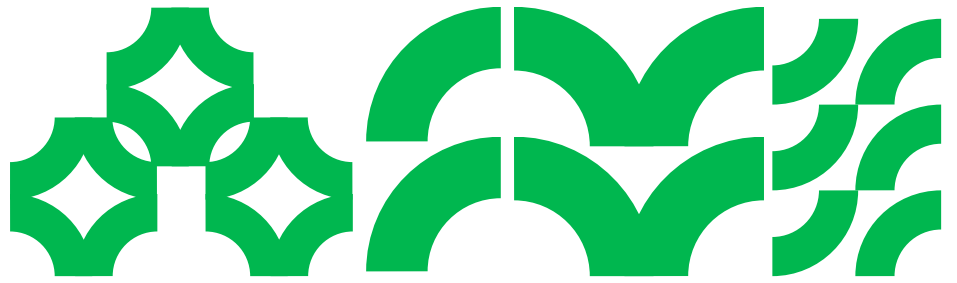
## **Mission**

LOYAC aims to improve employability and increase the personal agency of youth in Jordan so that they can lead independent, productive, and fulfilled professional and personal lives.

## **Vision**

Youth in Jordan work and engage with others as empowered, self-motivated, and fulfilled individuals who nurture, inspire, and effectively contribute to their families, their workplaces, and their communities.

# LOYAC



## PROGRAMS

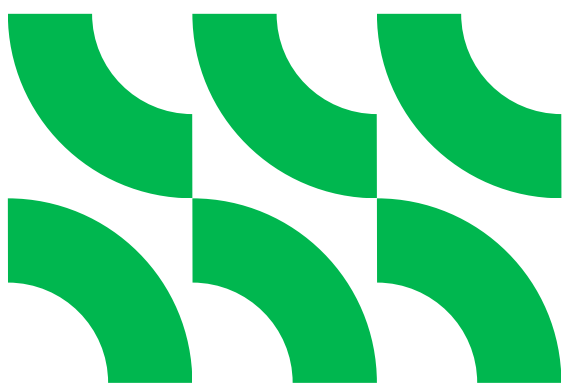
### “WHAT WE DO”

LOYAC’s programs work with youth to:

1. Build a positive life ethos and work ethic.
2. Gain skills that will enable their personal and professional lives.
3. Bridge the gaps between studies, applied and life skills, labor supply, and changing job market demands and realities.

**SIMPLY, WE WORK.**

**And, the more we work, the more our youth get work!**



# INTERNSHIP PROGRAMS



## SUMMER INTERNSHIP PROGRAM

The Summer Internship Program is a nationwide initiative offering 6-8 week paid internships for university students and recent graduates during the summer. Designed to bridge the gap between education and employment, the program provides practical training and workplace experience aligned with participants' fields of study or interest. Through workshops and internships, it equips students with essential skills, fosters independence, and responsibility, and promotes active community engagement, creating an environment of acceptance and appreciation for diverse talents.

### Program goals:

- Bridge the gaps between theoretical studies and the changing demands and realities of the local and regional job market.
- Make career choices that will lead to gainful, sustainable employment.
- Develop skills that will enable positive growth and agency in their personal and professional lives.
- Enhance their self-confidence and interpersonal skills in order to cope better with challenges as they progress through their careers.
- Build a more positive life ethos and work ethic.

Summer Internship Program 2024 was sponsored by Jordan Kuwait Bank, and Capital Bank

|                          | Target | Actual |  |  |
|--------------------------|--------|--------|--|--|
| Registration             | 900    | 1076   |  |  |
| Interviewees             | 600    | 638    | <br><b>456</b> Opportunities | <br>Community Service hours<br><b>3,538</b> |
| Soft skills training     | 300    | 357    | From<br><b>62</b>  | Companies  |
| Internship opportunities | 250    | 292    |  |  |

**91% of graduating students secured full time employment**



# INTERNSHIP PROGRAMS

## ZAIN INTERNSHIP PROGRAM “مستقبلك زين”

Sponsored by Zain Jordan, the program quipped 41 young individuals for the workforce through soft skills training and private sector internships, paving the way for future employment opportunities.



Soft skills

**41**



internship

**33**



**50** Opportunities  
From  
Companies

**19**



Commuinty Service hours

**762**



**Yana Sharayri**

Student at German Jordanian University

HR Intern at Al Nisr Al Arabi Insurance Company Sep 24 -31 Oct, 2024.

I recently completed my internship with LOYAC, and it was an incredibly rewarding experience! I gained valuable insights into the job market and learned how things operate behind the scenes in a professional setting. Additionally, I had the opportunity to attend insightful workshops and events that introduced me to new ideas and perspectives. The team at LOYAC was exceptionally welcoming, and we often bonded over team lunches, sharing thoughts and experiences.

Overall, this internship was an excellent opportunity for personal and professional growth, and it allowed me to connect with amazing people along the way!



**ASHRAF HUSSEIN**

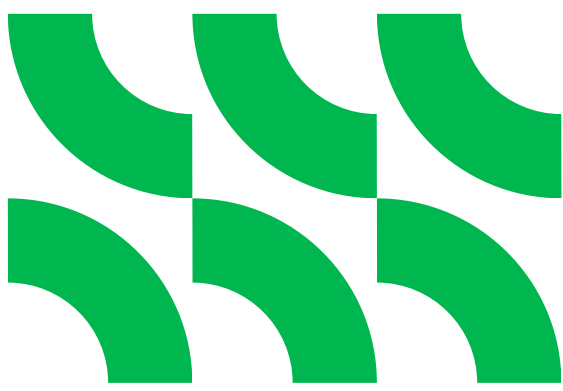
Graduate from Hashemite University

Intern \Employed as a Mechanical Engineer at Millennium Energy Industries.

I had the privilege of participating in an internship program for university students and graduates, where LOYAC provided me with an incredible opportunity that ultimately led to a job placement at Millennium Energy Industries.

As part of this program, I received soft skills training that included effective resume writing and job search techniques using platforms like LinkedIn. Additionally, I took part in the Community Service Program, which emphasized the importance of volunteering. This experience was pivotal in my personal development, enhancing my skills and nurturing a strong sense of community.

I extend my heartfelt thanks and appreciation to LOYAC for this invaluable opportunity



# INTERNSHIP PROGRAMS

## PATHWAYS YOUTH Employment Project (PYE PROJECT)

The PYE project, supported by the Tawfiq & Nimat Fakhouri Initiative for the 2024-2025 period, is implemented in strategic partnership with employers to equip youth with essential employability and technical skills, and to facilitate their access to meaningful opportunities in employment, education, or training within the ICT sector.



### Year 1

|                      | Target | Actual |
|----------------------|--------|--------|
| Soft skills training | 25     | 36     |
| Technical training   | 19     | 28     |
| Employment           | 12     | 15     |



**Lujain Sakkijha**

Graduate from Princess Sumaya University for Technology  
Intern/ employed as Marketing Analyst at Shai for AI

My training at SHAI Company was a transformative journey; during this training, each challenge with the support of an incredible team, became an opportunity for growth, ,

I discovered new skills and unlocked my potential in data analysis.

I am deeply grateful to LOYAC for providing me with this unforgettable experience, which has significantly contributed to my personal and professional development.



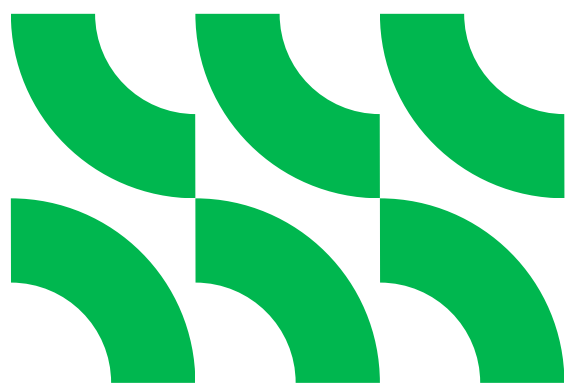
**Mossa Hassouneh**

Graduate from AL Al-Bayt Universtiy  
Intern in Cyber Security at Green Circle

Finding training opportunities in the field was challenging for me, but LOYAC made it possible by connecting me with a company that provided exceptional training, This training eventually, even led to a job opportunity. During the training, I acquired valuable skills, including problem-solving and effective research techniques to find the required information.

I needed it. this opportunity for on-the-job training; The hands-on experience was undoubtedly the highlight, offering practical knowledge that greatly enhanced my understanding of the field.

I am deeply grateful to LOYAC for facilitating this life-changing opportunity and supporting me in my journey toward professional growth.



## TRAINING PROGRAM

### TRAINING PROGRAM

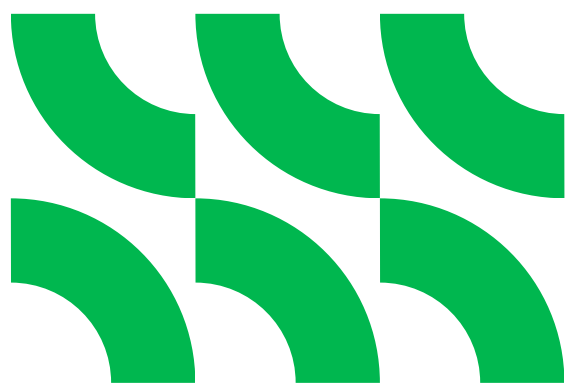
The training program, funded by LOYAC, is designed to enhance youth employability by addressing key topics related to skill development.

This year, training sessions covered the following topics:

- Soft skills - required for all internship programs
- Business writing
- Modern computer skills
- Advocacy and lobbying

A key milestone in this year's training programs was the active involvement of LOYAC alumni as trainers for new participants. This initiative embodies the organization's vision of fostering a sustainable learning model while reinforcing youth employability. In 2024, a total of 531 trainees successfully completed 16 hours of training.

During the year 2024, 531 trainees successfully completed 16 hours of training.



# SOCIAL ENTREPRENEURSHIP PROGRAM

## INNOVATION CAMP

Sponsored by HIKMA Pharmaceuticals for the past 6 years, this LOYAC social entrepreneurship program empowers participants with the skills to drive positive social change. The camp's curriculum is certified by Babson College USA.

Through hands-on learning, mentorship, and entrepreneurship training, the camp empowers participants to think creatively, build problem-solving skills, and develop projects that address pressing societal needs.

By fostering teamwork, leadership, and digital innovation, we are shaping Jordan's youth.

This four-day camp hosts 25 to 30 participants and provides a structured, hands-on learning experience, including:

- Day 1: Introduction to innovation and design thinking- exploring problem-solving methodologies.
- Day 2: Entrepreneurship and business model development - turning ideas into sustainable ventures.
- Day 3: Technology and digital innovation - leveraging tech for impactful solutions.
- Day 4: Pitching and presentation skills - preparing participants to showcase their ideas to industry professionals.

To date, over 225 young innovators have participated in LOYAC's Innovation Camp, gaining essential skills to shape their futures and drive positive change in their communities.



**Ayah Al-Zrigat**

Student at Yarmouk University  
Innovation Camp participant

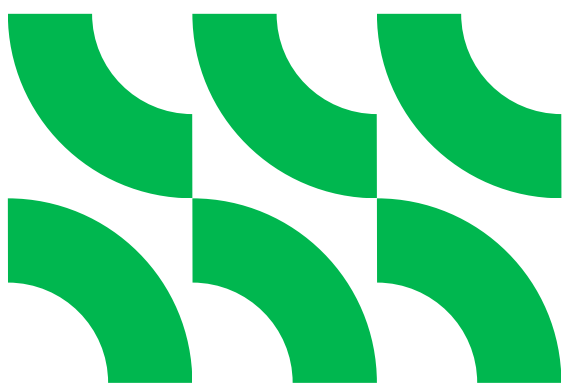
My experience in the innovation camp with LOYAC was truly exceptional. We learned how to think creatively, transform ideas into startup companies, and believe in ourselves and our visions. One of the most memorable moments for me was presenting my idea to the group. It was incredibly rewarding to successfully convey my concept, gain their support, and understand the importance of convincing potential investors to ensure the success of our ideas. This experience not only boosted my confidence but also equipped me with skills that I will carry forward in my journey toward innovation and entrepreneurship



**Sarah Sunna**

Student at University of Petra  
Innovation Camp participant

This camp was an incredible experience that I thoroughly enjoyed. I learned so many new things, and the trainer was outstanding. For the first time, I had the opportunity to present in front of others, which was a significant milestone for me. This experience greatly boosted my confidence and helped strengthen my personality in ways I never anticipated.



# VOLUNTEERING AND COMMUNITY SERVICE PROGRAM

## COMMUNITY SERVICE PROGRAM

At LOYAC, community service is a core component of every program, allowing participants to experience the profound benefits and fulfillment that come from giving back to the wider community.

The powerful impact of LOYAC's Community Service program has earned widespread appreciation, establishing both LOYAC and its participants as respected, valued, and sought-after contributors within the community."

The program is structured to encourage each participant to assess the needs of their community and to initiate and implement creative, proactive projects that address these needs while enhancing their local environment.

In the year 2024, more than 4,000 hours of community service were completed by 398 volunteers.



Al Shams Al Mushriqa



Tajalla



Jeeny Jo



Art Therapy



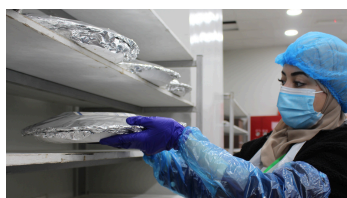
European Film Festival



Adha Volunteer Activity



Clothing Bank



Tkiyet Prophet Ibrahim Al-Khalil



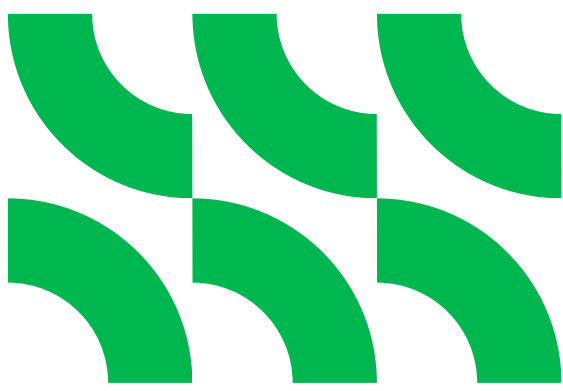
European Day of Languages



**Mohamad Shannak**  
Student at Hashemite University

LOYAC marked a transformative chapter in my life, serving as a gateway to countless opportunities and experiences I had never encountered before. It introduced me to the rewarding world of volunteering, an entirely new and enriching journey for me. Through LOYAC, I experienced significant personal growth and developed essential skills that improved how I engage with diverse personalities. One of the program's most valuable contributions was helping me integrate into the job market a crucial step in overcoming the challenges many face in today's competitive environment. During my time with LOYAC, I was fortunate to meet inspiring individuals who shared invaluable advice, broadened my perspectives, and introduced me to key personal and professional development aspects. Their influence left a profound and lasting impact on my growth.

To me, LOYAC is more than just an organization, it is a family and a space I have been seeking for a long time. It provided me with opportunities for learning, growth, and positive change. I am profoundly grateful to be part of this family and for the transformative opportunity, it brought into my life.



# OUR SUPPORTERS

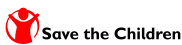
## Strategic Partners



## Donors



## Private Sector Internship Partners



# LOYAC



## Sponsor a Student.Change a Life.

We strongly believe that a good education is a key to breaking the cycle of poverty and can create a better future for youth and their families. That is why we promote education in each of the communities by facilitating sponsorship's for students who otherwise would not have a chance to attend our programs.

When we invite you to sponsor a student, we are inviting you to invest in the future of Jordan, one student at a time.

Our sponsorship package starts at JOD 300 annually for one student.

 +962 6 4636001  +962 79 559 6400

 Jabal Al Weibdeh, Ahmad Bin Hanbal Street, Building 88

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 [gmjordan@loyac.org](mailto:gmjordan@loyac.org)